

A close-up, high-angle shot of the American flag, showing the red and white stripes and the blue field with white stars. The flag is draped and folded, creating deep shadows and bright highlights. The background is a dark, textured surface, possibly wood or stone.

BLACKS IN GOVERNMENT

MEMBERSHIP IS OUR TOP PRIORITY



**Honorable Shirley A. Jones, Esq.,
National President
Blacks In Government**

"Excellence is both colorblind and gender neutral."

I have spent my entire 33-year career as a public servant at the U.S. Government Accountability Office (GAO). I started as a GS-7 Summer Legal Associate in 1988 and in February 2019, I was appointed by the U.S. Comptroller General to the Senior Executive Service (SES). That appointment made me the first and only African American female in the agency's 100-year history to hold the position of Managing Associate General Counsel. Importantly, as I look back over my career, joining BIG remains among the most meaningful career decisions I've ever made. Of course, I didn't know just how impactful it would be at the time. But, hindsight is always 20-20 so let my hindsight be your foresight.

I was first drawn to BIG because of the youth oratorical program that I attended at my agency sponsored by our GAO-USACE BIG chapter. Through that program, I thought I could give back and pour into the youth we touch with that program in the same manner that I was poured into at that age. I never thought my efforts with BIG would extend beyond that program and the chapter's Black History Month efforts. And, I definitely never planned to run for any elected position at the chapter level let alone at the regional and national level. But, the more I learned about BIG's history and purpose the more intrigued I became. And as an attorney, BIG's mission to serve as "an advocate of equal opportunity and professional development for Black government employees" truly struck a chord with me. Importantly, the more I became involved in BIG, the more I grew professionally.

While the core of our important mission has been the same since BIG's creation in 1975 and that is to create a level playing field for all employees to advance, our advocacy now has a much broader perspective. From mentoring, and networking for a new generation of employees through our NOW Generation efforts, to career development training through our National Training Institute (NTI) and Darlene Young Leadership Academy (DYLA) offered in conjunction with Morgan State University, to youth scholarships and our Future Leaders in America's Government (FLAG) program, BIG offers a wide array of programs and services.

Our advocacy efforts also extend beyond our government walls. If you look on our chapter and regional websites around the country you will see monthly activities where BIG members are in the community at food pantries and serving tables. And, during our NTI, you'll see BIG service projects in each city.

In short, BIG remains committed to advocacy. And, that advocacy extends to promoting greater diversity, equity, and inclusion within our government agencies and to addressing issues of mutual concern within the community.

So, that's why we are looking for partners and members just like you to bring your subject matter expertise to mentor, train, support, and to join forces to uplift our efforts and provide new innovation. I know it will be a win-win, mutually beneficial relationship for you just as it has been for me. Why join BIG? BIG still stands for advocacy and we need you to stand with us. Thank you for Thinking BIG!



Honorable Gerald R. Reed
Past National President
“Always Remembered”

I first heard about BIG while I was stationed in the Army at Fort Myer, VA, from 1978-1980. As I inquired about the organization, I was told by my superiors' that BIG was a radical organization that I couldn't associate with while I was in the military. To no avail, they could not adequately define what they meant by “radical.” Subsequently, after my Expiration of Time in Service (ETS) in 1980, I gained employment as a civilian working for the U.S. Army Military Personnel Center (MILPERCEN) at the Hoffman II Building in Alexandria, Virginia. Now, out of the military, I began my quest to get information on BIG. However, information was very limited, because no one I was working with knew anything about the organization. Of course, there was no “world-wide-web” or internet at the time. So, all of my research was by foot and keeping my ears to the ground for any leads I could find. Soon, my luck would change after I was accepted into an intern program in Automated Data Processing (ADP) now known as IT, or Information Technology, at the Pentagon in August 1980. During my tenure as an intern at the Pentagon, low and behold, I came across a memorandum from the Secretary of Defense, the Honorable Harold Brown, dated August 15, 1980, to Mr. Lonis Ballard, President of Blacks In Government.

After reading the memorandum, it became apparent that while I was in the military my supervisors did me a disservice when they labeled BIG as a radical organization. Now, it was my mission to find out more about BIG. During my discovery, I contacted someone who attended the first BIG conference in 1979 at the Omni Shoreham Hotel in Washington, DC. In 1981, as I was completing my second year in my intern program, I was able to secure a copy of an interview by BIG President Lonis Ballard as to the History of BIG.

I attended the 3rd conference right here in Washington, DC on September 3-5, 1981. But at the time I could not register, believe it not, because of the massive number of individuals attending the conference. To see so many African American government employees, I knew I was in the right place. Unbeknown to me, the Pentagon was standing up their chapter of BIG. So in 1985 I immediately joined the BIG Pentagon Chapter and been with the organization over 35 years.

Why did I join BIG, from the onset, it was more inquisitive then it became a passion. In addition, seeing the early professionalism within BIG, it created a strong sense of belonging. After getting intensely involved, BIG became a purpose in my life. As a voice of advocacy, a network of professionals, training opportunities, and the ability to grow my leadership skills, BIG was the only organization that encompassed such a wide range of opportunities, that if you put your mind to it, you could grow as an individual, progress as an employee, and develop as a leader. All of which I attained by being a member of the National Organization of Blacks In Government, Inc. (BIG).



Dr. Lynwood Townsend
National Executive Vice President
Blacks In Government

Lynwood Townsend, Ph.D., National Executive Vice President for Blacks In Government. I joined BIG and Naval Surface Warfare Center Dahlgren Division (NSWCDD) Chapter in 2009 during the National Training Institute in Baltimore, MD. I joined because of the professionalism, focused training, hospitality, and networking. After speaking with individuals at the National Training Institute, I realized the level of professionals ranging from the worker in the mail room to a senior executive. I learned what opportunities were presented and what BIG can offer young professionals starting in the federal service. Looking further into BIG's programs, I saw education scholarships, advocacy support, and leadership training. I knew BIG was the right decision for me. Because someone saw the leader within me, I became the National Executive Vice President BIG.

Since joining BIG, I have been allowed to serve in many leadership roles on the Chapter, Region III, and national levels. While serving as a chapter member, I was appointed as Program and Planning Chair, voted in as Secretary, and Regional Representative. While serving on the Regional Council, I was appointed and later voted into the position of Regional Council Secretary. From here I was voted in as a Region III Board Director. While serving on the National Board of Directors, I was a member of the Financial Advisory and Oversight Committee (FA&OC) and Policy and Procedures Committee. I was later appointed as the Bylaws Committee Chair. In addition, I served as the Vice Chair on the National Board of Directors, continuing in service, I assumed the role as the National Executive Vice President, National STEM Program Technical Advisor, Region III Council President, President of the NSWCDD Chapter of BIG, and DYLA Academic



Honorable Deena Sheppard
National 1st Vice President
Blacks In Government

Ms. Deena Sheppard has served Blacks In Government (BIG) over the past 20 years in leadership roles at the chapter, region and national levels. She retired from the United States Environmental Protection Agency (EPA) after 38 years of Federal Service, BIG's National 1st Vice President, Gold Plus BIG member, BIG's Darlene Young Leadership Academy Graduate and a previous recipient of BIG's Meritorious award. Those who know her know her love for BIG. When asked why should people join BIG? "There are so many reasons: training opportunities through BIG's National Training Institute, Scholarships, Community Outreach and leadership opportunities through BIG's Darlene Young Leadership Academy just to name a few." "BIG is an organization that cares about their members and gives BACK!"



Dr. Wilda Parker-Colins
BIG National Secretary
Impexium Liaison
Blacks In Government

I am Dr. Wilda Parker-Collins, the current National Secretary and Impexium Liaison, and I joined BIG because I felt at home. The atmosphere was one of elation and productivity. I was in awe of the excellent training, the number of people attending the training and the information on what BIG stood for regarding diversity and inclusion. The benefits of joining BIG pertain to the quality of networking among your peers, the level and variety of classes offered, and the opportunity to develop and grow professionally. From day one I was hooked on BIG and what it stood for and has accomplished in the minority community. BIG provides a sense of ethnic pride, outstanding training at the BIG NTI, and instills the willingness to mentor, and share what you learn with others. I joined after my first convention.

As the National Secretary, I maintain a record of the proceedings of the organization, and produce such records upon request of any member in good standing. I coordinate review and read the minutes of the previous meeting at each NBoD and NEC meeting. In addition, I countersign with the President requisitions for distribution of funds.

Serves as Blacks In Government's Liaison for the Association Management System (AMS), working with Impexium associates

- list of system users and assign roles using role-based security.
- to manage BIG's Impexium Platform. Lead administrator with duties to manage access, processes, configuration, tasks, user uploads, maintenance, security. Additional responsibilities included but not limited to:
- Establish Provide staff users access rights, based on permission levels and roles.
 - Coordinate system modifications requests with BIG's Impexium Account Manager
 - Coordinate support services with BIG's Impexium Account Manager and BIG NEC
 - Stay abreast of Impexium functionality enhancements and notify BIG staff users.
 - Work with BIG staff users responsible for BIG operations -- membership, accounting, NTI, registration, webinars, programs, sponsorships, fundraising, BIG Store, and other areas -- with setting up the content for their respective APP, etc.
 - Provide training to National Board of Directors – how to navigate the BIG Member Portal
 - Work with National President, Treasurer, Assistant Treasurer, Membership Chair, and National Finance Chair ref accounting processes and revenue receipts processing to ensure accurate records and ease of reconciliation process.



Mr. Jerry E. Jackson
National Membership Chair
Blacks In Government

I joined Blacks In Government in March of 1996, shortly thereafter in 1997 became a Lifetime Member, and in 2003 became a GoldPlus Member. I have held various positions at the chapter, region, and at the national level to learn, grow, and develop as a person. BIG has allowed me to not only expand, but enhance my leadership development, gain knowledge and experience in problem solving, be a better mentor, improve my creative thinking, build on my business acumen, and develop my competency and soft skills for not only BIG work, but for on the job as well.

BIG is the only organization that encompasses and puts you in a position to not only gain these opportunities to excel, but allows you to develop as an individual, progress as an employee and develop professionally, and personally. All of which can be obtained by becoming a member of BIG.

BIG is an advocacy and training organization consisting of Federal, State, and Local Government employees, to include military and contractor personnel. We are subject matter experts, mentors and mentees, opportunities for development and growth, an avenue to come out of your “comfort zone”, and a support network like no other. The National Organization of BIG spans across the entire continent of the United States, broken down into eleven regions, and includes Alaska, Hawaii, and Puerto Rico. Our Board of Directors write the policy that governs our organization, the National Executive Committee executes those policies, and implements the daily operations that keep the organization operating effectively. Regional Council President’s preside over the eleven regions, with nearly 200 chapter, and close to 10,000 members, BIG is well on its way to being recognized as a member focused, world class enterprise, that is recognized for excellence.

BIG offers its members the opportunity and ability to maximize their careers, find a mentor, gain leadership development, enhance communication and presentation skills, learn to deal with diverse people and attitudes, and the chance to implement these new skills. In addition, BIG offers an Attorney Assistance Program (AAP), that provides a one time \$2500 grant to assist members to retain legal counsel, STACK Program, provides monetary assistance to BIG members for tuition, books, etc....for continuing education, Darlene Young Leadership Academy (DYLA), where future leaders are built, Regional Training Conferences, where individual regions provide tremendous training and a good source of networking, and the National Training Institute, where training is primarily designed to elevate your day-to-day work performance, embrace leadership growth, and enhance your personal development.

BIG is a tremendous opportunity to build your network, learn to be flexible, and adaptable in an ever changing work and world environment.



Honorable Ms. Beverly Johnson
Legislative Review Committee
Blacks In Government

I joined Blacks In Government (BIG) over 28 years ago because I saw BIG as a professional development organization that not only cared, but was actually doing work to educate and provide equity, and opportunity for Black government employees. One of the many benefits of being a BIG member is networking and establishing invaluable relationships with Black government employees and others throughout the country. As my BIG Mentors did with me, I am able to serve as a mentor to many because Blacks In Government is truly a vehicle wherein you can certainly reach one and teach one.

The National Legislative Review Committee is responsible for reviewing and analyzing proposed and existing legislation and major employment program policy changes that impact Black government employees. To that end, the committee is committed to timely making our membership aware of such legislation and policy changes. Additionally, the committee seeks to establish and present programs featuring our elected government officials that will further enhance our member's knowledge and understanding of the legislative process, as well as BIG's position on some issues and legislation.



Honorable Paula E. Davis
National Training Institute (NTI) Committee Chair
Blacks In Government

In March 2002, at Washington, D.C. National Airport, I met Blacks In Government (BIG) National President Honorable Mr. Gerald Reed and several other national officers. The Honorable Mr. Reed provided an overview of BIG History, reasons why I should join, BIG website, and National Office address and telephone for my potential joining the BIG organization. I immediately contacted the National Office to join BIG as an associate member.

I joined Blacks In Government to enhance (professional and personal) career goals, leadership skills, networking opportunities; and collaborating with senior leaders on matters that impact the African American employees in my Agency.

Since joining BIG, I have been mentored, and coached by several BIG leaders, The Honorables: Jacque Ballard, David Groves, Gerald R. Reed, Norma Samuel, Darlene H. Young along with many others. I have been able to accomplish my professional and personal career goals and so much more insight in general. Also, as a graduate of Darlene H. Young Leadership Academy, it provided me the pathway opportunity to obtain several leadership roles at the Chapters, Region XI, and National levels as well as becoming a senior manager within my agency. Overall, BIG has helped me to become a well rounded efficient and effective leader in BIG and in my career.

As, the National Training Institute Committee Chair, I am responsible for planning, organizing, directing, and controlling the entire aspect of the NTI execution. This committee develops and implement plans for the Annual National Training Institute to include action committees for training and education; speakers; banquet; communications and public relations, exhibitions, as well as finance and budgeting. It also ensures support for the BIG annual business meeting – Delegates Assembly.



Ms. Aditya McDuffy
National Legal Review Chair
Blacks In Government

“Black government employees at the federal, state and local levels have significantly contributed to society in important and innumerable ways. I joined BIG because BIG’s goals and objectives uplift and strengthen Black government employees so that they can continue to make those contributions.”

“BIG provides information and leadership and developmental opportunities that equip Black government employees to excel.”

“BIG provides me with amazing opportunities to network with other government employees whose experiences and guidance inspire and motivate me.”

Legal Review Committee Goals

- 1) To update and enhance Legal Review Committee programs.
- 2) To provide BIG members with educational resources in areas of law of interest to government employees.
- 3) To strengthen the infrastructure of the Legal Review Committee.

Legal Review Committee Programs

- 1) *Attorney Assistance Program (AAP) & Attorney Referral Service (ARS)* - BIG believes that Blacks in government should have the opportunity for full, complete and equitable access to jobs, and that they must have recourse in adverse situations without discrimination because of race. BIG supports members that are addressing race-based discrimination in their employment with the AAP and ARS programs. You can get additional information about these programs by emailing the Legal Review Committee at legalreview@bignet.org.
 - a) Attorney Assistance Program (AAP) – BIG gives \$2,500 grants to BIG members that have filed employment discrimination claims based on race. The grants are only repayable if the member wins his or her case.
 - b) Attorney Referral Service (ARS) – BIG maintains a listing of attorneys that represent government employees in discrimination claims.
- 2) *Legal Education & Strategy* – The Legal Review Committee reviews and provides feedback on legal decisions affecting Black government employees and develops strategies to define BIG’s legal disposition and direction.
 - a) The Legal Review Committee provides input on BIG strategy.
 - b) Depending upon the expertise of Legal Review Committee members, the Legal Review Committee is available to provide training and educational resources on various legal topics.
 - c) The Legal Review Committee also identifies law firms and other entities willing to provide training or educational resources to BIG members on a variety of legal topics.



Honorable Rochell Bryant
National Finance Chair
Blacks In Government

Blacks In Government is a very important organization and what we do year-round is not just about one person, it's a collective effort of dedicated volunteers who advocate for equal opportunity, promote professionalism, eliminate practices of racism, racial discrimination and promote programs and educational opportunities for Blacks In Government.... I wanted to be a part of an organization that is responsible for Building and Growing Black Professionals, BIG is that Organization, and that is why I joined BIG and continue to work on the frontlines for equality.

<u>National Level</u>	<u>Region Level</u>	<u>Chapter Level</u>
National Finance Chair	Treasurer\Chief Financial Officer	2nd Vice President
National Assistant Treasurer	Marketing Chair	Treasurer
National Communications Chair	Communication Chair	Assistant Treasurer
Public Relations Chair	Region Representative	Membership Chair
NTI Communications Committee	Multiple Presidential Awards	Webmaster
Two Presidential Awards	Regional Representative	Chapter Awards

Every position I've been elected or appointed to was not by chance, I've been staying in my lane. As an active member of Blacks In Government for 14 years, currently serving as the National Finance Chair, I've had the opportunity to serve in positions related to Finance, Branding & Marketing, Membership, and Communications at all three levels of Blacks In Government.

As a career Federal Employee for over 35 years in the Business Financial Arena, it was not a huge leap to want to work in a position that would allow me to use my financial background. I believe that financial responsibility is essential to creating a better, stronger, more prosperous Organization for the next generation. No stranger to advocacy, I have been an active member in my community, and on the front lines of advocacy for 20+ years. I've carried this passion throughout and, in every position, I've held in BIG.

I believe that in order to be the best, we must carry ourselves at all times in a way that will bring Positive attention to Backs In Government. That goes directly to how the Organization is viewed via all outlets, person to person, print, visual, automation and social media. I've worked to make sure BIG is seen and viewed as a World Class Organization by making sure I stay in my lane. And staying in my lane doing what I do best, means I'm working in concert and within BIG's Preamble, Goals and Objectives.



Honorable Kathy Best
Future Leaders In America's Government (FLAG) Coordinator
Blacks In Government

Blacks In Government created a formal youth structure to include into its membership, young people who BIG will prepare as the new generation of American leaders to act as advocates for the employment and general welfare of Blacks employed by Federal, State, and local governments. The FLAG program is designed around five critical areas that will help prepare our youth to reach their full potential—mentorship; financial literacy and leadership training; career training and education; pre-professional career opportunities; and scholarship opportunities. BIG partners with colleges, community organizations, government agencies, corporations, businesses, and other stakeholders who lend resources to provide youth with opportunities that foster academics, leadership development, personal growth, and life skills.



Honorable Johnny Barideaux
DYLA Coordinator
Blacks In Government

I joined Blacks In Government (BIG) in 2006 to take advantage of first-rate training and networking opportunities at the annual National Training Institutes. I've always promoted the organization by providing trip reports and additional feedback after attending the annual training. I attended the Officer Leadership Training session in 2007 and the Darlene H. Young Leadership Academy in 2008. Both are excellent training opportunities offered by BIG. I was selected as the DYLA Coordinator in January 2018.

Blacks In Government and Morgan State University joined forces to form a leadership training vehicle to foster excellence in leadership within the organization of BIG, to develop professional, and personal leadership skills within the membership. The Darlene H. Young Leadership Academy (DYLA) is a competency based leadership development program designed to develop future public service leaders by providing assessment, experiential learning, and individual development opportunities. This highly interactive training will use dynamic instruction and numerous activities to emphasize leadership traits and facilitate discussion of leadership issues, with intended learning outcomes of: To understand differences in people, To build and lead teams, To communicate effectively. To maximize employee potential, To facilitate strategic planning, To meet individual & organizational goals, and To facilitate team building.



Ms. Alesia Smith
Now Generation Chair & Coordinator
Blacks In Government

I joined BIG because I wanted to be connected to other Black employees within my agency. Because of my membership, I have been able to further my education and professional development through educational scholarships and participation in an executive leadership program. I have no doubt that these opportunities played a part in my latest promotion and will continue to assist me as I grow in my career.

The NOW Generation focuses on programming for young professionals of BIG under the age of 40 looking to enhance their success and become leaders in the workplace. This year's goal will be to implement a mentoring program, along with curate events that focus on professional development, networking, and skill building.



Mrs. Zephanii Smtih Eisenstat
Regular Life Member
Pacific Ocean Chapter, Region IX
Blacks In Government

As a fourth-generation card-carrying member and advocate growing up in the NAACP, I recognized the significance of government in creating positive social change. This realization led me to pursue a degree and career in government. Being a BIG member keeps me connected to a network, of likeminded individuals and creates access to ongoing opportunities for learning, development, mentorship, and avenues to inspire future generations of public servants through our community outreach initiatives.



Mrs. Tiffany Reeves-Bankhead
Regular Member
Denver Federal Center, Region VIII
Blacks In Government

I joined the BIG Denver Federal Center Chapter to fellowship with other black folks employed by the Federal Government and I'm honored to be a part of this group. The main benefit of my BIG membership is the people I've met. It's so encouraging to be exposed to such black excellence, especially as a new Denver transplant from Los Angeles. Having met all these gifted professionals, my confidence and professional development has grown in just a short time. There's a measurable shift in my behaviors while participating in virtual and in-person meetings, and I am grateful for the change.

In addition, empowered by the chapter's support, I've accepted a new volunteer coordinator role for the 2023-2024 year, and I will be launching several volunteer opportunities with Reading Partners of Denver Spring of 2023.

BIG Purpose, Mission, Vision, and Goals

PURPOSE: BIG serves as an advocate of equal opportunity to address practices of racial discrimination and promote professional development for all employees at the Local, State and Federal government arenas.

MISSION: BIG's mission is to provide a mechanism for inclusion and advocacy to all current and future employees in Local, State and Federal governments while enabling these employees to maximize their career growth and opportunities.

VISION: Member focused, world class enterprise, recognized for excellence

BIG'S STATED GOALS

1. To be an advocate of equal opportunity
2. To eliminate practices of racism and racial discrimination
3. To promote professionalism
4. To develop and promote programs which will enhance ethnic pride and educational opportunities
5. To establish a mechanism for the gathering and dissemination of information to civil servants at the local, state, and federal government arenas.
6. To provide a nonpartisan platform on major issues of significance affecting to civil servants at the local, state, and federal government arenas.

BIG is a professional development organization. Each year, BIG sponsors national training that brings together national leaders and subject matter expertise to provide exceptional training on critical skills needed for its members' personal and professional development. These professionals come from around the country to address BIG's membership. This training is unique, an experience that is hugely beneficial to your professional and personal growth and provides exposure to issues often overlooked in the workplace. BIG is networking. 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 the national organization presents a Closing Plenary, recognizing those members who have made a major contribution to the goals and objectives of the organization. Regional councils and local chapters also recognize such achievements. Members recognized at the national, regional, and chapter levels are role models for excellence in government service. BIG is an opportunity to step up, obtain leadership experience and development, improve communication skills, expand your network, find a mentor, improve critical thinking and creative skills, and enhance knowledge, skills, and abilities 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...Welcome to the BIG Family.

BIG Is Relevant

News and social media present evidence daily that the battle for fair and equal treatment of all Americans, most noticeably minorities, is an ongoing struggle. Therefore, BIG is as relevant and necessary today as it was when it was founded in 1975.

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 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 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 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 regional councils and over 200 chapters nationwide often provide training monthly. BIG highly encourages individuals, particularly state and local government employees, to seek out, and take advantage of whatever training opportunities we offer. Please visit www.bignet.org to locate a BIG region or chapter near you for additional details.

BIG connects

In addition to the BIG National Training Institute, BIG's eleven regional councils and chapters throughout those regions 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, State and Local employees are encouraged to join BIG, increase your network, find a mentor, and take advantage of information regarding various resources specific to state and local employees. BIG's National 2nd and 3rd 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 and conferences, to collaborate on how BIG can better serve YOU! Please visit our national website at www.bignet.org, by all means join BIG, and become part of the family.

BIG Stands For Advocacy

BIG functions as an employee advocacy group that provides support and resources to civil servants at the local, state, and federal government arenas. The organization functions as a nonprofit, nonpartisan group.

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 and/or region 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 encounters.



Member Benefits

A few Advantages of joining BIG!

② Voice of Advocacy

- ② As civil servants at the federal, state, or local jurisdictions, BIG coalesces around legislation and social causes that affect your well-being. **BIG steps up on your behalf!**

② Joining A Network of Professionals

- ② These Individuals are subject-matter-experts in their fields and trying to improve upon their career opportunities. Spend time with people who are heading in the same direction in which you want to go. **Association brings Assimilation!**

② BIG is Networking

- ② You can build relationships that can drive employment opportunities. For example, when you're nationwide, BIG can do handshakes across employment offices because we are employed there. **It's Good Business to do Business with BIG!**

② Training

- ② BIG provides the proving grounds to hone and develop your career skills through its Training Institute, Leadership Academy, NOW Generation Program, Officers Leadership Training, and Future Leaders in America's Government mentorship program. **Training Perfection!**

② Grants

- ② BIG offers grants, scholarships, and assistance support in matters of adverse employment issues. **BIG, extending its Arm of Support!**

BIG National Programs



OFFICER LEADERSHIP TRAINING	MONETARY ASSISTANCE PROGRAM
SCHOLARSHIPS TO ACQUIRE CAREER KEYS	BIG FEEA SCHOLARSHIPS
TRAINING IN COMMUNICATION	SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS

Monetary Assistance Program (MAP)

Helps chapters to conduct meaningful progress in support of BIG's objectives. BIG provides financial assistance when requested through the MAP program. 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)

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.

Scholarships To Acquire Career Keys (STACK)

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

Helps 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 challenges students to develop necessary life skills. Also, the program provides students with the positive role models and support systems through one-on-one mentorship with BIG members.

Officer Leadership Training (OLT)

Helps members to maximize their potential and reach their professional and personal goals. Helps to increase members' understanding of the organizational structure and functions of BIG. Provides members with the tools and techniques needed to better serve BIG members and our constituents. In addition, increases a member's awareness of the services and programs offered by BIG, and increases members' ability to motivate others to join BIG.



AFFIRMATIVE EMPLOYMENT & EQUAL EMPLOYMENT OPPORTUNITY(AE/EEO) PROGRAM

The Preamble to the National Constitution of Blacks In Government

We believe that Blacks in government should have the opportunity for full, complete and equitable access to jobs, education, advancement, housing and health services, and that they must have recourse in adverse situations without discrimination because of race. We further believe that Blacks should unite in order to obtain and secure the rights and privileges of full citizenship participation. It is necessary to develop a mechanism for inclusion, growth and power for all present and future Black employees in Federal, State and local governments.

Therefore, we, the members of Blacks In Government ® (BIG), in order to act as an advocate for the employment and general welfare of Blacks employed in Federal, State and local governments and to establish a national network of Black Federal, State and local government employees, do hereby establish this constitution for a national organization of Blacks in government.”



Darlene H. Young Leadership Academy



The Darlene H. Young Leadership Academy is celebrating its 15th year in existence! We have over 150 members to successfully complete the program. DYL A graduates emphasize giving back to the organization. Many of the graduates have served or are currently serving the organization in leadership positions at the chapter, regional, and national levels.

DYL A Vision

Through effective leadership training, the Darlene H. Young Leadership Academy will help provide a 21st century infrastructure and an educated membership to conquer the challenges of facing the organization and the public servant today and in the future.

DYL A Mission

DYL A prepares BIG members for a leadership role at all levels of public service and throughout the BIG organization. The program helps members acquire the essential skills needed to be competent leaders through a series of intense professional training sessions. By offering members an opportunity to expand their comprehension of leadership, combining experiential learning and developmental opportunities, and preparing members to function as educated, analytical, and skilled leaders within the organization, their jobs, and the community.

DYL A Overview

Blacks In Government and Morgan State University formed a leadership training vehicle to foster excellence in leadership within the organization of Blacks In Government to develop professional and personal leadership skills within the membership.

This highly interactive training uses dynamic instruction and numerous activities to emphasize leadership traits and facilitate discussion of leadership issues, and is open to all BIG members to participate in.



Future Leaders In America's Government (FLAG)

BIG wanted to create a formal youth structure within the organization to include into its membership young people who BIG will prepare as the new generation of American leaders to act as advocates for the employment and general welfare of Blacks employed by Federal, State, and local governments.

Objectives:

The youth program will:

- Inspire, motivate, and generate interest in a career as a civil servant.
- Serve as a training ground for future government leaders and BIG leaders.
- Focus on the needs, aims, and achievements of Black youth throughout the country.
- Add the Black youth voice to the major concerns and issues within BIG.
- Prepare youth to take leadership roles within their communities.
- Train the youth to address the major concerns and issues faced by government employees.

Parameters:

The Junior and Senior FLAG programs will work within the following structure:

- Chapters and/or BIG members have oversight for the FLAG programs and meet with the youth at least monthly. BIG members assist youth in conducting organizational meetings to serve a variety of purposes including: educating youth on history/structure of BIG and purpose/focus of the FLAG program.
- BIG members will serve as mentors to student members and actively work with them as they progress through the five tiers of the FLAG program.
- Junior and Senior FLAG programs should have a minimum of five youth participants. A ratio of 1 BIG member to every 5 students (1:5) is recommended to ensure that every student receives adequate mentorship.
- Each chapter can focus areas of interest on the local needs of the community in line with the National activities provided by National BIG (such as equal educational opportunities, equal economic opportunities, civil liberties, etc). Junior and Senior FLAGs select areas of interest.
 - Voting Rights
 - Seminars on Inequalities in public education, Pre-SAT/ACT preparation, leadership development, etc.

Membership Focus:

The following sources will be used to recruit youth members:

- Youth college memberships can come from a variety of sources including Historically Black Colleges and Universities as well as Hispanic Serving Institutions.
- Youth in junior high and high schools and in community outreach programs.



BLACKS IN GOVERNMENT MILITARY VETERANS EMPHASIS PROGRAM (MVEP)



The Military Veterans Emphasis Program (MVEP) is a National Special Committee for the National Organization of Blacks In Government (BIG).

The MVEP serves as an internal consultant to BIG and promotes the use of the Veterans Administration and community programs, benefits and services for BIG military veterans and their family members. In addition, MVEP makes recommendations to the National Executive Committee that will better serve military veterans and their families.

BIG MVEP provides 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/private organizations by fostering synergies that help ensure BIG military veterans and families maximize military veteran-oriented resources and services.

BIG MVEP GOALS

The BIG Military Emphasis Program (MVEP) develops and promotes, career, and educational opportunities. Forges and cultivates partnerships with affinity organizations and veteran friendly corporations. Assist with the transformation of military leaders to civilian leaders. Serves as a conduit that disseminates military-veteran oriented information. Serves as an advocate for BIG military/veterans and their families, and as a liaison between BIG military veterans, their families, and the National Leadership.

BIG MVEP INITIATIVES

BIG MVEP prepares a survey to identify BIG military-veterans and family members. Solicits corporate sponsorship. And initiates training programs at the NTI, and local communities. Participates in local and national military veteran events, while soliciting regional support.

BIG MVEP IS INFORMATIVE

The BIG MVEP provides educational benefits, disability news, PTSD assistance, VA Services, Women Veteran Benefits, Military History, National Stand down Information, and MVEP Program Scheduling.



Membership With Blacks In Government

Membership is open to anyone regardless, regardless of age, ethnic background, religion, gender, grade, and even military and contractors are welcome.

Categories

- Regular Membership – Employees or retirees of the federal, state, and local arenas of government, who are in accord with the principles, policies, and objectives of the organization may apply for regular membership. Regular members shall be accorded all privileges of membership but must be a regular member in good standing before becoming a Lifetime or Gold Plus member.
- Associate Membership -Members or employees of private, or non-government organization accorded all rights and privileges of regular membership. Except participation in voting for and holding elective offices. Associate members shall be accorded all privileges of membership but must be an Associate Member in good standing before becoming an Associate Lifetime or Gold Plus member.
- Life Membership – As a Lifetime member of BIG, you are still required to pay annual chapter or regional dues as designated by your respective regions, and/or chapter. You must first be a Lifetime member before coming a Gold Plus member.
- Gold Plus Membership - Gold Plus members are accorded all rights and privileges of membership. Only those who are qualified as Life members are eligible to receive Gold Plus Membership. You are still required to pay annual chapter or regional dues as designated by your respective regions, and/or chapter.

Membership Cost

- Regular Membership - \$45 (Annual Renewal)
- Associate Membership - \$25 (Annual Renewal)
- Regular/Associate Life Membership - \$375 (Must be paid in full before Regular/Associate Membership expires and before coming a GoldPlus Member)
- GoldPlus Regular/Associate Life Membership - \$250 (Must be a Lifetime Member first)
- Associate Member Student - \$20 (Annual Renewal)
- Associate Member Flag Student - \$20 (Annual Renewal)

****NOTE: Members unaffiliated with a chapter, Undecided (At-Large) or Associate Members, cannot be a delegate, vote, or hold an elected office.**

DATE RECEIVED: _____ DATE PROCESSED: _____

FOR OFFICE USE ONLY

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"MEMBERSHIP – OUR TOP PRIORITY"

Blacks In Government • 3005 Georgia Avenue, NW • Washington, D.C. 20001 • Telephone: (202) 667-3280 • Fax: (202) 667-3705
www.bignet.org

1 MEMBERSHIP INFORMATION [PLEASE PRINT]

Applicant Name: <i>Last</i> _____ <i>First</i> _____		<i>Title</i> _____
Current Home Address: _____		Home Phone: _____
City: _____	State: _____	ZIP Code: _____

EMPLOYMENT INFORMATION

Current employer (Full Agency Name): _____		Department: _____
Employment Sector: <input type="checkbox"/> Federal <input type="checkbox"/> State <input type="checkbox"/> Local	Region: _____	
Business Phone: - _____	Extension: _____	Fax: _____

2 MEMBERSHIP OPTIONS

Type of Membership: ☐ New ☐ Renewal—Membership Number: _____

Name of Chapter: _ _____ Region Name: _____

Membership Category:

☐ Regular Member \$45.00 ☐ Associate Member \$25.00

☐ Associate Member Undergraduate Student \$20.00

☐ Life Member \$375.00 ☐ Gold Plus Member \$250.00

☐ Please accept this one time tax deductible contribution in support of our National Building Fund

☐ Installment \$ _____ (Life and Gold Plus only—Must be a financial member)

Method of Payment: ☐ Check ☐ Cash ☐ Money Order

Credit Card: ☐ Visa ☐ Master Card ☐ American Express Card Expiration Date: _____

Dues have been paid in full? ☐ Yes ☐ No

Home E-mail: _____ Work Email: _____

Chapter dues are established by each Chapter and are payable in addition to National Membership Dues.
Eligibility for Chapter membership is contingent upon National Membership.

3 SIGNATURES

Signature of applicant: _____	Date: _____
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4 CHANGE OF ADDRESS/TELEPHONE NUMBER:**OLD ADDRESS**

Old Home Address: _____		
Old Home Phone: _____	Old E-mail: _____	Old Fax: _____
Old City: _____	Old State: _____	Old ZIP Code: _____

NEW ADDRESS

New Home Address: _____		
New Home Phone: _____	New E-mail: _____	New Fax: _____
Old City: _____	Old State: _____	Old ZIP Code: _____

CHAPTER'S COPY (*White*)NATIONAL OFFICE'S COPY (*Canary*)MEMBER'S COPY (*Pink*)

The image features a close-up, high-angle shot of the American flag. The flag is draped and waving, with the red and white stripes flowing across the frame from the top left towards the bottom right. The blue field with white stars is visible in the upper right corner. The background below the flag is a dark, textured surface, possibly wood or stone, which provides a stark contrast to the bright colors of the flag. The overall composition is dynamic and patriotic.

BLACKS IN GOVERNMENT

MEMBERSHIP IS OUR TOP PRIORITY

