



**MAY 13, 2013**



I have a friend who's turning 50 in August and he's already putting a lot of effort into planning a big celebration with friends and family. With all the work that it takes, in the end, events like these are almost more for the guests than they are for the birthday boy or girl. So, hearing about his plans got me to wondering. Have you ever planned a big party that you worked hard to arrange, invited your closest friends, and even told them that a special guest would be there that you were certain they'd all want to hear from? Would you feel bad if you did all of that and hardly any of your friends showed up? Of course, you would! Now, I know that won't happen to my Leo friend -I'm a Leo, too - but we are in fact in jeopardy of that happening to us.

What I am alluding to here is that although our latest Region XI membership report shows that we are still the largest region in Blacks In Government and shows that we are in fact growing every day with special thanks to our Tri-City BIG Chapter, Harry T. Moore USAID BIG Chapter, and of course last year's Membership Chapter of the Year, VA Headquarters, but even with that growth, fewer than 50 of our members have registered for our free (can someone say free) Regional Training Conference (RTC) on Saturday, May 18, 2013. Here's why that's really bad. First, and most importantly, our opening plenary speaker is Congresswoman Eleanor Holmes Norton, a staunch supporter of federal employees. If she can take time out of her busy schedule to come out and serve us, can't we come out to thank her and hear what she has to say? But, besides that, while this training is free to the members, we are incurring costs for the venue and other fees that have to be paid to pull this training together. So, free to you means the Region XI Council pays for it for you and in turn has to raise funds to cover it. And, we do that through events like our 3rd Annual White Party Fundraiser on Friday, June 14, 2013, when we will truly be "partying with a purpose" to defray the costs of programs like the RTC, our ever important Youth Oratorical and STEM Competitions coming up in June, and our federal employees town hall meeting planned for September.

May is membership month and this RTC is our Council's gift to our members. And, even prospective members can attend through a scholarship from the region. So, I hope that each of you will consider accepting our gift and in turn consider sharing this gift with others. All we ask for in return is that you give us just a bit of your Saturday. We know it's a time commitment but we truly believe you will find it worth every moment of your time. Just take a closer look at the line-up of speakers and topics and I believe you will agree. But, even if you can only come out to hear Congresswoman Norton during the morning segment, we ask that you find a way to fit this training in. You won't regret it.

Best Regards,  
Shirley A. Jones, Esq.  
RXIC President

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## AFRICAN AMERICAN INTERNS WANTED FOR 2013 WHITE HOUSE INTERNSHIP PROGRAM



The White House Initiative's Year-round Internship Program offers an exciting experience for undergraduate and graduate students who are interested in improving education outcomes for African Americans. This is an unpaid internship working for the U.S. Department of Education in Washington, D.C.

This internship gives students an opportunity to learn about the White House Initiative on Educational Excellence for African Americans. This initiative was launched by President Obama in July of 2012 as an effort to improve educational opportunities for African American students and increase overall rates for students completing college.

Responsibilities include, but are not limited to: Collecting and compiling research and data on African American education, institutions and communities; Performing data entry and managing the office database; Greeting and escorting visitors to meetings; Participating in strategic planning and staff meetings and other Department policy briefings and meetings relevant to the work of the Initiative; Responding to constituent inquiries verbally or in writing; and more.

Students will be at the heart of the President's Initiative program and have the opportunity to attend and be part of the planning process for meetings, briefings and other special events on the Hill, at the White House and in other federal agencies. Other duties may be included for graduate students and Ph.D. candidates.

**To apply for the 2013 White House Initiative's Year-round Internship Program, visit:**  
[www.findinternships.com](http://www.findinternships.com)

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## 2013 Regional XI Regional Training Conference (RTC)

*"Success and Sustainability: Retooling and Refocusing in a Changing Government Workforce"*

**Saturday, May 18, 2013  
10:00am - 4:00pm**

Voice of America - Cohen Building  
330 Independence Avenue, S.W.  
Washington, DC 20202

*Registration will begin at 9:00 am*

### TRAINING TRACKS

- Career Development & Emerging Leaders
- Equal Employment Opportunity
- Financial Management
- BIG Roles and Responsibilities



*Shirley Jones  
BIG Regional XI President*



*Franklin C. Jones  
Executive Director, Customs and Border Protection,  
Office of Diversity and Civil Rights*



*Keynote Address  
Congresswoman Eleanor Holmes Norton*



**RSVP FOR REGISTRATION AND LUNCH BY COB MONDAY, MAY 13, 2013 via email at [bigxirtc@bigxi.org](mailto:bigxirtc@bigxi.org).** Provide your complete name, agency, chapter and email. For your convenience, a free continental breakfast will be served and lunch available for \$8.00. Payment for lunch accepted by PayPal account at:  
**PAYPAL LINK:** [https://www.paypal.com/cgi-bin/webscr?cmd=\\_s-xclick&hosted\\_button\\_id=3SUELHAU2SQX4](https://www.paypal.com/cgi-bin/webscr?cmd=_s-xclick&hosted_button_id=3SUELHAU2SQX4)

This training is **FREE** and **OPEN** to all BIG Members and Prospective Members (may join onsite). **An ID is required.** Metro Blue and Orange Lines exit @ Federal Center SW Metro Stop. Metered and Garage Parking Available.

Contact: Marion Allen, Region XI Council 1st Vice President and Programs & Education Committee Chair [bigxirtc@bigxi.org](mailto:bigxirtc@bigxi.org).



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## 2013 RXIC Regional Training Conference

***"Success and Sustainability: Retooling and Refocusing in a Changing Government Workforce"***

The Blacks in Government Region XI Council, Programs & Education Committee will host its annual regional training conference. We invite you to attend our Regional Training Conference (RTC) on Saturday, May 18, 2013 at the Voice of America – Cohen Building located at 330 Independence Avenue, SW, Washington, D.C. beginning at 10:00 a.m. The keynote speaker is the Honorable Congresswoman Eleanor Holmes Norton. Accordingly, the training will offer valuable career development, EEO, and financial planning sessions. Importantly, the conference will provide valuable, local training to our members and prospective members free of cost (with a minimal charge to those who wish to purchase lunch for \$8.00). ***Advance Registration is required by Monday, May 11, 2013 at [bigrxirtc@bigrx.org](mailto:bigrxirtc@bigrx.org) or [www.bigrx.org](http://www.bigrx.org).***

### **TRAINING TRACKS**

**Career Development** – Ms. Valerie Ramos, Upscale Resume Services  
Individual Development Plans  
Resume Writing Skills

### **Equal Employee Opportunity (EEO)**

*"The Proper Role of an Agency EEO Office"* – Ms. Sandra Adams, EEO Specialist, Equal Employee Opportunity Commission

*"Navigating Beyond Traditional EEO to a More Strategic Approach to Utilizing our Diversity"* – Mr. Anselm Beach, Chief Diversity Officer, Veterans Affairs Medical Center

### **Financial Management – (Global Life Insurance Company, FCPC)**

Retirement Cliff

### **BIG Roles and Responsibilities** – Regional Directors

Regional Director Training (Vacancy opening in August 2013)

### **Opening Plenary** Key Address – Congresswoman Eleanor Holmes Norton

*Focus: Protecting Federal Pay and Benefits*

**Closing Plenary** – Mr. Franklin C. Jones, Executive Director, Customs and Border Protection, Office of Diversity and Civil Rights – *Focus: Diversity and Inclusion in the Federal Workforce*

Submitted by:

*Marion V. Allen*

RXIC 1<sup>st</sup> Vice President

P&E Committee Chair

Email: [bigrxirtc@bigrx.org](mailto:bigrxirtc@bigrx.org)

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# RXI BLACKS IN GOVERNMENT



## Blacks In Government ®

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Washington, DC 20001-3807  
(202) 667-3280 — FAX (202) 667-3705  
www.bignet.org

April 10, 2013

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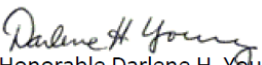
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### MEMORANDUM

TO: Chapter Presidents  
Regional Council Presidents

FROM:   
Honorable Darlene H. Young  
National President

SUBJECT: Debt Free College or Graduate Degrees for BIG Members and  
Your Families

Have you or a family member considered enrolling in college or graduate school, but did not because of concerns about the high cost of tuition, the amount of student debt you'd have to incur, or about how you might fit school into an already busy schedule?

I am pleased to announce that Blacks In Government has partnered with UniversityNow to offer BIG members and their families an opportunity to **earn a college degree, at your own pace, without taking on any debt.**

UniversityNow is a social venture committed to providing working adults access to quality higher education. UniversityNow operates two accredited universities, Patten University and New Charter University, which are the nation's first private online universities where students **move through courses at their own pace with personalized faculty support.**

For BIG members with tuition benefits, the tuition will be low cost or no cost at all. Through this partnership, BIG members and their families can earn a college degree without taking on any debt.

To learn more, please visit [www.patten.edu/BG](http://www.patten.edu/BG) or [www.new.edu/](http://www.new.edu/) and share this extraordinary offer with other BIG members and their families.

cc: National Board of Directors  
National Executive Committee

*One of America's Most Influential Organizations*  
**"Thank You For Thinking BIG"**

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## **DSHOF Nominations Due !**

The Distinguished Service Hall of Fame is the highest honor that BIG can bestow upon its members. Chapters and Regional Councils may nominate members who meet the criteria published by the National Board of Directors. Nominations for the 2013 DSHOF are due to the Region XI Awards Committee no later than **5pm on Friday May 24, 2013**. Before submitting your nominations be sure to read all the instructions and criteria from the BIG National Board of Directors. Follow the link to the Board of Director's call for nominations on [BIGnet.org](http://BIGnet.org).

Direct questions to James Wood at 202-309-2575. Nomination submissions from Region XI chapters must be sent by email to: [RXICAWards@gmail.com](mailto:RXICAWards@gmail.com).



## **May is Membership Month**



We are monitoring the chapters to determine which chapter will bring in the most members during the month of May!

**Note:** *new members are those who have joined for the first time, and were not previous members who have renewed.*

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## **Scholarship Notification** **Shawn Carter Scholarship Foundation**

**APPLICATION DEADLINE: May 31, 2013**

### **Eligibility Requirements**

Qualified applicants must be a high school senior, college student, and/or between the ages of 18-25, pursuing studies at a vocational or trade school. All applicants must be a US Citizen and complete the **on-line application** no later than the published deadline **date**, which is May 31, 2013.

The Shawn Carter Scholarship Foundation is unique in that it offers scholarships to single mothers, children who attend alternative schools, students who have earned a GED, students with grade point averages of 2.0 and students who have previously been incarcerated, etc. but desire a higher educational opportunity. This group is generally not the recipients of college scholarships and is typically ignored by the Board of Education.

The Shawn Carter Foundation offers scholarship opportunities to any under-served student across the United States who desires a higher education. A key question asked by the Foundation is: What are your plans to give back to the community?.

On-line application is available at: <http://www.shawncartersf.com/apply/>

This scholarship is open to the public. Please apply before the deadline May 31, 2013. Thanks.



### **Retired Members Chapter Scholarship**

The Retired Members Chapter is pleased to announce our scholarship for BIG members and/or immediate family members who have been working for a minimum of 10 years and who are looking for a venue to enhance their higher education. **PLEASE NOTE THIS SCHOLARSHIP IS NOT FOR 2013 HIGH SCHOOL GRADUATES.**

Two full scholarships will be given away this year. One full scholarship will be given for an undergraduate Degree and one full scholarship for someone interested in receiving a Masters Degree. If there are questions regarding the scholarships, please feel free to contact me at (301) 609-2049 or send an email to [Cashwell83@aol.com](mailto:Cashwell83@aol.com).

Follow us on our website at [www.bigrxirmc.org](http://www.bigrxirmc.org) or on Facebook at [www.facebook.com/](http://www.facebook.com/) BIG Retired Members Chapter.

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# RXI BLACKS IN GOVERNMENT



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
Executive Office of the Mayor



Office of Veterans Affairs

## PRESS RELEASE

FOR IMMEDIATE RELEASE: April 24, 2013

CONTACT PERSON: Barbara Pittman 202.724.5454; [barbara.pittman@dc.gov](mailto:barbara.pittman@dc.gov)

### OVA Announces Employment Opportunities for Veterans...

#### “Hiring” Fair

#### “Not Just Another Job Fair”

(WASHINGTON, D.C.) – As part of Military Appreciation Month, the D.C. Mayor’s Office of Veterans Affairs, in conjunction with the Douglas Memorial United Methodist Church, will be sponsoring a **Veterans Professional Development Day** and **Hiring Fair**. Veterans will participate in a two-part event taking place at **Douglas Memorial United Methodist Church, 800 11th St NE, Washington, DC 20002**.

May 11, 2013  
11:00AM-3:00PM

The **Veterans Professional Development Day** will highlight resources and facilitate employment-related workshops, which will enhance Veterans’ job search skills in preparation of the Hiring Fair. A Career Closet will offer Veterans **free** professional business attire. In addition, resource agencies such as the Department of Employment Services, the Department of Veterans Affairs, and the Washington D.C. Vet Center will be available on-site.

May 18, 2013  
11:00AM-3:00PM

The **Veterans Hiring Fair** will feature Employers such as the DC Federal Credit Union, Wal-Mart, Home Depot, WMATA, KRA, First Command, RSI Logistics, Volunteers of America, and many more. Our Supportive Community Partnerships are: Concerned Black Men, Heroes Place, Visionary Consulting Partners, Disabled American Veterans (DAV), and America Works.

**\*\*\* Lunch will be provided on both days. \*\*\***

Veterans and Employers can **“Register for these events”** utilizing the link below:

<http://events.constantcontact.com/register/event?llr=kd4qmnab&oeidk=a07e78yf52i53df8a34>

###

Follow the OVA on Facebook!

Follow the OVA on Facebook at <https://www.facebook.com/pages/Washington-DC-Mayors-Office-of-Veterans-Affairs/193189384026015>

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# RXI BLACKS IN GOVERNMENT



## Blacks In Government (BIG) Region XI All White Affair At the Camp Springs Elks Lodge June 14, 2013



9:00 pm – 1:00am  
Tickets \$20 in advance; \$25 at the Door  
7350 Temple Hills Road, Temple Hills, MD 20748

**Ticket information:**  
Michael McCrimmon (202) 781-3690 (W) or (202) 427-3720 (C)  
Shirley Jones (202) 465-5852  
April Powers-Matthews (202) 231-0224



## S.U.I.T.S FOR SUCCESS

Kudos to the Tri-City BIG Chapter for their highly successful S.U.I.T.S for Success drive led by Community Service and Outreach Chair, Malcolm Curtis and Co-chair Chelsie Brantley. The drive generated a cash donation of \$300 along with a donation of 90 articles of clothing, including 2 tuxedos just in time for prom season! Newly elected Tri-City BIG Chapter President Yahari Butler has truly hit the ground running.



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## “Ask the Lawyer”

*by Neil A.G. McPhie, Esq.*

**Q. I've been passed over for a promotion twice. Both times, men with far less experience than me were promoted. Is this enough to support a race or sex discrimination claim?**

**A.** Generally, employers have broad discretion with respect to personnel decisions. Courts and tribunals typically refrain from second guessing an agency personnel decision unless there is evidence of illegal motivation. In your case, the fact that you have twice been passed over for a promotion could be indicative of disparate treatment discrimination based on your race or gender.

The U.S. Supreme Court laid out the framework for prevailing in a disparate treatment discrimination claim in *McDonnell Douglas Corp. v. Green*. In that case, the Supreme Court said that to win a disparate treatment claim, such as failure-to-promote, an employee must first show that he or she was denied a promotion, and that enough evidence exists to support an inference that the employee's race or gender contributed to the denial. The latter may be shown through evidence that other employees who were not of the race or gender of the employee who complained, known as a “complainant,” were treated more favorably, such as being awarded a promotion. If a complainant can show this type of more favorable treatment, he or she is said to have made a “prima facie,” or initially apparent, case of disparate treatment discrimination.

In the *McDonnell Douglas* case, the Supreme Court said that if an employee makes a prima facie case then the employer is allowed to come back and provide a legitimate, nondiscriminatory reason for denying the employee the promotion. Agency responses vary from case to case. For example, an employer can argue that the promotion was denied, not because of race or gender, but because the promoted employee was more qualified than the complainant, or that the complainant had poor performance appraisals.

If the agency makes such an argument, then the complainant has one final opportunity to show that the agency's stated reasons for its actions were pretext (that the agency's reasons were not the real reasons for denying the promotion). For instance, in your situation, if you can show that the promoted employees were actually not more qualified, and that your performance appraisals were just as good as the promoted employees, then you have a good chance of demonstrating disparate treatment discrimination.

If you believe that you have been passed over for a promotion due to discrimination, contact a federal employment law attorney immediately.

*Neil McPhie is the Virginia Managing Partner for Tully Rinckey PLLC and the former chairman of the U.S. Merit Systems Protection Board. He concentrates his practice in federal sector employment and labor law and can be reached at [info@fedattorney.com](mailto:info@fedattorney.com). To speak with an attorney call 703-525-4700.*

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**Kudos to the Washington Navy Yard BIG Chapter for a successful Membership Month networking and membership drive aboard the Spirit of Washington Cruise ship along the Potomac.**



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