

The REGION XI WEEKLY

A Message From The President

I recently had a wonderful visit with our Suitland Federal Center BIG Chapter and I was impressed. It wasn't just because of the highly organized and efficient manner in which their Chapter President Earnest Moore ran the meeting. It wasn't just because of the outreach and advertisement the chapter obviously conducted prior to the meeting that resulted in standing room only capacity from start to finish.



[Ask the President](#)

And, it wasn't just the warm welcome that I received from past president James Belton as well as from the very attentive and interactive audience as I discussed the history and purpose of our fine organization. All those things and more were in place to make my visit a very memorable one. But, what impressed me most and what I haven't stopped thinking about since leaving was the attendance and clear commitment of their SES agency "champion".

Now, the thought of chapters having a designated agency liaison is not a new concept and it's definitely a relationship that I have previously encouraged our chapters to seek out. That's because by definition, a liaison is one who establishes and maintains communication for mutual understanding and cooperation. And, you guys know I am always touting the importance of communication and working together cooperatively for a common purpose. So, I hope its goes without saying that I believe an agency liaison can serve a vital role as a "go between", receiving and sharing information and facilitating our BIG chapter leaders sitting around the table with agency officials to discuss and address issues of mutual concern. But the way I see it, having an agency champion takes that to an even higher level.

DISCLAIMER:

The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.

Region XI

Executive Committee
Click here for Committee Reports

Shirley Jones
President
shirleyannjones@bigrx.org

Marion Allen
1st Vice President
Marion.Allen@fda.hhs.gov

Bill Hill
2nd Vice President
GiftedRegion@Gmail.com

Marie Perry
Recording Secretary
virtuouswoman004@gmail.com

Barbara Johnson-Cox
Corresponding Secretary
JohnsonCox.Barbara@bls.gov

Rochelle Bryant
Treasurer
rbryant@bigrx.org

Kenneth Keys
Financial Secretary

John Hunter
Parliamentarian
John.Hunter@fms.treas.gov

L. Johnson/W. Speight
Sergeant-At-Arms
William.a.speight@uscg.mil

That's because by definition, a champion is a person who voluntarily takes extraordinary interest in the adoption, implementation, and success of a cause, program, product, or policy. And, a champion is similarly defined as one who goes to battle for another's rights or honor. So, I don't know about you, but if given a choice, I would definitely rather our chapters have agency SES leadership agreeing to be BIG champions rather than just liaisons.

So, my question for you is do YOU have your own agency champion. I'm not talking to the chapter presidents this time since I'll have an opportunity to do that at our upcoming Chapter Presidents Round Table on Saturday, July 20, 2013. Rather, I am asking each of you individually if you not only have mentors in your agency but also champions who have taken an extraordinary interest in your career and who are in a position to go to battle for you. If you do, like our Suitland Federal Center BIG Chapter, it is very likely that you are well ahead of the game. If not, I hope you will take some time to consider who could serve in that role for you and what you can do to cultivate a relationship with that person such that he or should would want to voluntarily go to battle for you.

Shirley A. Jones, Esq.
RXIC President.



Region XI Lapel Pins
Ask your Regional Representative to pick up one for you!

Member of The Week
Billy Hill, Veteran Affairs

DISCLAIMER:

The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.

Region Fundraisers

WANTED BLACKS IN GOVERNMENT (BIG) REGION XI WESTERN THEME PARTY

At the Camp Springs Elks Lodge
August 9, 2013



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

"Wear your jeans, cowboy boots, prairie skirts, bandanas, and cowboy hats."

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

"Free Buffet and Cash Bar"
Door Prizes – 50/50 Raffle
Music By: DJ Master Tee

Pre-Order Tickets

This event is expected to sell out!

Micheal McCrimmon (202) 781-3690 or (202) 427-3720

Shirley Jones (202) 465-5852 |

April Powers-Matthews (202) 231-0224

Federal Career Opportunities



United States Patent and Trademark Office
An Agency of the Department of Commerce

Performance Improvement Facilitator - DE

Job Announcement #: CIO-2013-0145

Salary Range: \$105,211.00 to \$136,771.00 / Per Year

Open Period: Monday, June 17, 2013 to Monday, July 01, 2013

Series & Grade: GS-0301-14

Position Information: Full-Time - Permanent, Career/Career-Conditional Appointment in the Competitive Service

Performance Improvement Facilitator - MP

Job Announcement #: CIO-2013-0005

Salary Range: \$105,211.00 to \$136,771.00 / Per Year

Open Period: Monday, June 17, 2013 to Monday, July 01, 2013

Series & Grade: GS-0301-14

Position Information: Full-Time - Permanent, Career/Career-Conditional Appointment in the Competitive Service

Senior Communications and Marketing Specialist -DE

Job Announcement #: CIO-2013-0111

Salary Range: \$105,211.00 to \$136,771.00 / Per Year

Open Period: Monday, June 17, 2013 to Monday, July 01, 2013

Series & Grade: GS-1001-14

Position Information: Full-Time - Permanent, Career/Career-Conditional Appointment in the Competitive Service

Senior Communications and Marketing Specialist - MP

Job Announcement #: CIO-2013-0110

Salary Range: \$105,211.00 to \$136,771.00 / Per Year

Open Period: Monday, June 17, 2013 to Monday, July 01, 2013

Series & Grade: GS-1001-14

Position Information: Full-Time - Permanent, Career/Career-Conditional Appointment in the Competitive Service

Junior Communications and Marketing Specialist - MP

Job Announcement #: CIO-2013-0115

Salary Range: \$89,033.00 to \$115,742.00 / Per Year

Open Period: Monday, June 17, 2013 to Monday, July 01, 2013

Series & Grade: GS-1001-13

Position Information: Full-Time - Permanent, Career/Career-Conditional Appointment in the Competitive Service

Click here to view more <http://careers.uspto.gov/Pages/PEPositions/Jobs.aspx>



[Acquisition Management Specialist](#)

Department of Commerce (DOC)
Kansas City, MO

The incumbent assists the Chief, Commerce BankCard Center and Team Lead with the DOC Purchase Card Program. He or she manages purchase card accounts and performs oversight functions, providing guidance to approving officials and cardholders.

Closing Date: June 26, 2013

[Docket Room Clerk](#)

Department of Veterans Affairs (VA), Office of General Counsel
Washington, DC

The incumbent supports various duties in support of litigation conducted in the U.S. Court of Appeals for Veterans Claims. He or she reviews litigation files for remands from action attorney and ensures that proper procedures are used to close and return case files.

Closing Date: June 24, 2013

[EEO Specialist](#)

Department of Veterans Affairs (VA), Office of Diversity and Inclusion (ODI)
Washington, DC and Orlando, FL

The Equal Employment Opportunity (EEO) Specialist participates in the formulation of operating policies, guidelines, and Standard Operating Procedures that address workforce data and EEO practices and procedures that promote workforce diversity and inclusion.

Closing Date: June 25, 2013

You can search available civilian positions in the federal government through the [VA for Vets Job Search](#). Veterans are encouraged to apply to the opportunities below. Select the position title to view the entire job posting.

PROTECTING



Karen Scott Mims, Esq.
Founder and CEO

what matters

At Harbour Pointe Wealth Management, we believe that your financial future is far too important to leave to chance. We view it as our responsibility to thoroughly understand your goals and dreams so that we can leverage our experience and expertise to help you realize them. Rather than approach your finances with an outdated transactional approach focused on products, we serve as your comprehensive financial solutions provider, forging a deeper relationship and creating a plan that can be adjusted as needed to help you reach your unique personal goals.

& offering the freedom to enjoy the things you want

Private Wealth Management at Harbour Pointe

- Tax, Investment and Estate Planning for your Retirement accounts
- Investment Management
- Tax Minimization and Planning Strategies
- Roth IRA analysis
- Elder Law Planning
- Multi-Generational IRA's
- Probate and Estate Administration

866.621.6660 • www.HarbourPointe.us
COLUMBIA • ROCKVILLE • TYSONS CORNER



Chapter Submissions

THE BLACK PERSPECTIVE

BLACKS IN GOVERNMENT (BIG) REGION XI has joined and Asks you to “LIKE THEM” socially at <http://blackperspective.com/> We realize to connect with you, we must network socially. (Connecting with you through Social Network!) Check out up to date news and information about Region XI and the wonderful articles submitted by our very own, Ms. Shirley Jones, BIG Region XI Council President, in Black Perspective, a digital online magazine dedicated to promoting diversity and inclusion in America's employment and education.
Submitted by: RXIC Marketing and Strategic Planning Committee



THE CARL T. ROWAN CHAPTER

Cordially invites you to attend the 9th Annual EVANGELINE J. MONTGOMERY Scholarship Luncheon
SATURDAY June 29, 1:00 to 4:00 p.m. | Tickets: \$45.00 (per person)
WASHINGTON NAVY YARD CATERING & CONFERENCE CENTER
1454 Parsons Avenue, SE, Building 211 Washington, DC.
Patricia Lucas 202.632.6003 lucaspc@state.gov; or
Patricia Johnson 202.632.3288 johnsonpa2@state.gov;



IRS CHAPTER -NCC

During the 2013 National BDPA (Black Data Processing Associates) Technology Conference, National BDPA, in partnership with Oracle, will award fourteen (14) scholarships totaling twenty-eight thousand dollars (\$28,000), to students majoring in Science, Technology, Engineering and Math (STEM) fields.

The 2013 Oracle Scholarship program will be launched on Monday, June 17, 2013 and completed application packages will be accepted until 11:59PM, E.T., July 17, 2013. Applications, eligibility and instructions can be obtained by visiting the BDPA.ORG website. Completed application packages are to be submitted to the following address by the aforementioned deadline: National BDPA, 9500 Arena Drive, Suite 106, Largo, MD 20774

Selected students will meet all eligibility and enrollment requirements, including submission of an essay, two letters of recommendation, high school and/or college transcripts and a resume.

BDPA is committed to fortifying the pipeline of talent to meet the current and future needs of business, education and science professions. We strongly encourage the participation of our members in this program and look forward to announcing the next group of Oracle scholarship winners on August 17th.

Monique Berry, President, National BDPA

Submitted by: Gerald Kyler of IRS-NCC Chapter

Chapter Submissions



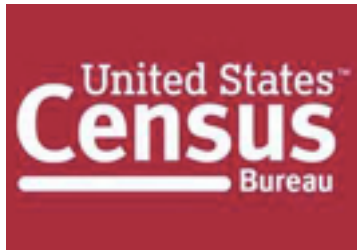
USDA George Washington Carver Chapter

USDA Blacks in Government and Marketing and Regulatory Work/Life and Wellness will be hosting on-site breast cancer screenings courtesy of the George Washington University Mobile Mammography Program. The mobile mammography van will park in the parking lot at the USDA Riverdale location. The van will be on site, Thursday, July 11, 2013, from 7:30 AM – 3:30 PM. At least 15 ladies will need to call and schedule an appointment for a screening to ensure a site visit to USDA by the van. Here's how the process works... Review the two attached documents before calling for an appointment. The first attachment is a flyer which announces the site visit and pertinent questions to see if you qualify for a screening on the van. The second attachment is a list of participating insurances. You are free to copy these documents and post at strategic places for co-workers to reference. Friends or relatives not employed by USDA, but whose insurance carrier is listed among the participating plans, are eligible to call the contact number 202-741-3252 and schedule a screening appointment. Pre-scheduling of your appointment is necessary in order to have a screening on July 11 – walk-ins are not accepted as insurance coverage needs to be verified in advance.

I'm glad to respond to any initial inquiries you may have regarding the mammography van's site visit, but I do not make the appointments. The window for making an appointment is a little short, so if you're interested, please don't delay in scheduling.

Submitted by: Stanley Cornelius, USDA-BIG/GWCC

[Click here to download attachments](#)



Important Facts & Reports

The U.S. Census Bureau recently released a set of annual population estimates by race, age and sex. The data reports population changes for these groups nationally, as well as within all states and counties, between July 1, 2011, and July 1, 2012.

Among other things, the report notes the following interest facts:

Race

New York had the largest black or African-American population of any state or equivalent as of July 1, 2012 (3.7 million); Texas had the largest numeric increase since 2011 (87,000). The District of Columbia had the highest percentage of blacks (51.6 percent), followed by Mississippi (38.0 percent).

Five states or equivalents were “majority-minority” in 2012: Hawaii (77.2 percent minority), the District of Columbia (64.5 percent), California (60.6 percent), New Mexico (60.2 percent) and Texas (55.5 percent).

Maverick, Texas, had the largest share (96.8 percent) of its population in minority groups of any county, followed by Webb, Texas (96.4 percent) and Starr, Texas (96.1 percent).

Age

Nationally, the 65-and-older population grew 4.3 percent between 2011 and 2012, to 43.1 million, or 13.7 percent of the total population.

Florida had the highest percentage of its total population age 65 and older in 2012 (18.2 percent), followed by Maine (17.0 percent) and West Virginia (16.8 percent). Alaska had the lowest percentage (8.5 percent), followed by Utah (9.5 percent) and Texas (10.9 percent).

Among the nation’s counties, Sumter, Fla., had the highest proportion of its population age 65 and older (49.3 percent), followed by Charlotte, Fla. (36.0 percent) and La Paz, Ariz. (34.9 percent). Chattahoochee, Ga. (3.6 percent) was at the other extreme.

The 85-and-older population grew by about 3 percent from 2011 to 2012, to almost 5.9 million. The number of centenarians grew to almost 62,000.

Gender

There were only 10 states where males made up the majority of the population on July 1, 2012. Alaska had the highest percentage of men at 52.1 percent, followed by Wyoming (51.1 percent), North Dakota (50.8 percent), Nevada (50.4 percent) and Hawaii (50.4 percent).

The District of Columbia had the highest percentage of females of any state or equivalent at 52.3 percent, followed by Rhode Island (51.6 percent), Maryland (51.6 percent), Delaware (51.5 percent) and Massachusetts (51.5 percent).



Ask The Lawyer

Q. I am African American and my supervisor treats me differently than other employees that are not of my same race. The catch is my supervisor is also African American. Based on that, can I still file a race discrimination complaint with the EEO office?

A. Yes. There has been some confusion with regard to whether an employee may file a race discrimination complaint if the discriminating official is of the same race as the employee. The EEOC has held that the even if the discriminating supervisor is of the same race as the employee then that will not automatically preclude a race

In *Berry v. Dep't of Commerce*, (2006), the employee filed a grievance alleging that his removal was due to his race and that his removal violated the terms of his collective bargaining agreement. The arbitrator found, in part, that the employee failed to show that the agency's articulated business reason was a pretext for discrimination because the alleged discriminating official was the same race as the grievant. On appeal, the Equal Employment Opportunity Commission upheld that arbitrator's decision but it agreed that the supervisor's race "does not preclude her from either retaliating or discriminating against grievant based on his race."

Similarly in *Turner v. Postmaster General* (1993), the EEOC made the following analysis: "We also note, that the three agency officials involved in issuing appellant the Notice were black. While the racial status of an alleged discriminating official is not determinative of whether discrimination occurred, it can be considered relevant to the issue of race discrimination, especially since all three of the officials involved were of the same race as appellant." To be sure, it is more difficult to succeed on a race discrimination complaint when the discriminating official is of the same race as the employee.

In *Jones v. Postmaster General* (1989), the EEOC stated that "two of the higher level agency officials involved were of appellant's same race, which . . . does not guarantee no discrimination occurred but is some evidence that, absent other evidence of discrimination, would support a finding that discrimination did not occur." In summary, employees can bring a complaint alleging same-race discrimination but making such a claim is harder than traditional race-based discrimination claims. Contact a federal employment law attorney immediately if you believe your supervisor has discriminated against you because of your race.

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. To schedule a meeting with an attorney call 703-525-4700.

By Neil A. G. McPhie, Esq.

DISCLAIMER:

The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.