

BLACKS IN GOVERNMENT

June 17, 2013



Hello Region XI

I recently attended mandatory training at my agency for designated performance managers that was meant to provide guidance on how to apply our new performance management system. I didn't expect much going into the session because I see performance management systems as tantamount to "six of one, a half dozen of the other" in light of the level of subjectivity that's generally allowed through them. But, as it turned out, this was the best internal training class I've ever taken.

The discussion didn't just focus on applying the system at the end of the rating year; rather we focused more on our roles and responsibilities throughout the year. And since we are all designated performance managers in one respect or another as parents, church leaders, community activists, and over our own individual performance, I thought you would want to know what a good manager should be doing continuously. So, here are a few tips I've learned over the years

that were brought back to me because of this session:

1. In a multi-generational workforce, a good designated performance manager should have the mindset of a coach not of a "boss".
2. A good coach wants everyone to succeed and looks for "plays" that will do just that.
3. Coaching should take place in some form every single day if all employees on the team are to reach their highest level of success.
4. A good coach knows his players well enough to highlight strengths and will provide training and development for growth areas. A cash strapped budget is no excuse.
5. A good coach recognizes that sometimes she has to adapt her style to the needs of individual team members.
6. Delegation strategies and increased responsibility (not decreased responsibility and the side line) should be used to motivate staff and increase productivity.
7. A good coach looks for ways to build high trust relationships.
8. Last but definitely not least, if you want to be a good designated performance manager, seek to be the type of "boss" you'd want to work for yourself.

Shirley Jones, Esq.

President, Region XI Council

Member of the Week

WALTER JONES, PENTAGON CHAPTER

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SAVE THE DATE

Saturday, June 22, 2013
10:00am - 1:00pm

Region XI Youth Oratorical and STEM Competition

*Voice of America - Cohen Building Auditorium
330 Independence Avenue, SW
(Entrance on 3rd and C Street side)
Washington, D.C.*

Please join the Region XI Council – Programs & Education Committee as we host our annual Youth Oratorical and STEM Competition. We have 7 students competing in the Oratorical Competition and 3 students competing in the STEM competition (one student will be competing in both). The keynote speaker is Dr. Melvin C. Washington, a Professor of Business Communication and the Core Course Coordinator for the Department of Marketing at Howard University.

An ID is required. We encourage use of the metro Blue Line exit @ Federal Center SW metro stop. Metered parking is available and a parking garage located at the Holiday Inn 550 C. Street S.W., Washington, DC.

A special thank you to the chapters that are sponsoring our youth participants in this year's competition – ***BIG Pentagon, Coast Guard, Defense Intelligence Agency, Financial Management Services, GAO-USACE, Library of Congress, Patent and Trade Office, and Washington Navy Yard.***

CHAPTERS WE NEED YOUR HELP! In planning and preparation for the upcoming RXIC Youth Oratorical and STEM Competition, we will continue to ask for support from the Chapters by way of contributions to the “**Stuff A Sack**”. We are requesting gift cards for the students (e.g. McDonalds, Starbucks, Burger King, Bookstores, Walmart, Target, Staples, Best Buy or school supplies) \$5.00, \$10.00, \$15.00 or \$20.00 cards will gladly be accepted. You can give your contribution to the P&E Committee Chair. ***We will be collecting donations until 9:00am on Saturday, June 22, 2013.*** In advance, thank you for supporting our youth program! Contact: Marion Allen, RXIC 1st Vice President, P&E Chair @ marion.allen@fda.hhs.gov or (240) 402-1584 or (301) 848-6779.

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To: Blacks In Government Members

From: Blacks In Government, National Treasurer

IMPORTANT!

As a reminder the 2013 Delegate strength will be tabulated next week, 60 days prior to the convening of the NDA (June 19th 2013). Please forward this to your Regional Council Presidents and Chapter Presidents.

If your chapter Presidents require any information please have them call or contact the National Office (Ms. Sharon Odle) immediately (202-667-3280) bignational@bignet.org. Ms. Norma Samuel the Asst. National Treasurer is also available to answer questions or to address any issues or concerns norma.samuel@bignet.org

There are several chapters that currently have 8 to 9 regular members, please assist where you can to get this number up to 10 eligible members for NDA purposes. I encourage all of you to forward this to your respective Chapter Presidents immediately.

I thank you all in advance,

Lenora Grable-Grant

vl4056@usma.edu

BIG-National Treasurer

Congrats, Region XI!



WE DID IT!

Region XI has bought in 200 new members this year!

Special Congrats to the **Department of Veterans Affairs** on their achievement as the TOP MEMBERSHIP CHAPTER during the May Membership Drive!

This next Membership Competition will take place October! Plan ahead!

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BLACKS IN GOVERNMENT

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.

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BLACKS IN GOVERNMENT

June 17, 2013

Feel the Heat or Cheer the Heat” Networking Event



NBA Finals Game 7

Thursday, June 20, 2013,

7:30 p.m.

Miami Heat vs. San Antonio Spurs

Grand Slam Sports Bar (@ 10th & H inside the Grand Hyatt Hotel, D.C.)



With the way these two teams are matching up, I don't know about you but I'm counting on a Game 7! So, if I'm right and there is one, I hope you will join us at the Grand Slam Sports Bar in the Grand Hyatt for more networking, and an all around good time. I'll be there early to stake out a good spot. So come early, leave early, come late, stay late, but let's plan to have fun.

Shirley A. Jones, Esq., Region XI Council President www.bigrxi.org

*****Event contingent on the NBA Finals requiring 7 games.*****

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“Ask the Lawyer”

By Neil A.G. McPhie, Esq.



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 discrimination complaint.

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.

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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.

WASHINGTON NAVY YARD CATERING & CONFERENCE CENTER

1454 Parsons Avenue, SE, Building 211

Washington, DC.

Tickets: \$45.00 (per person)

Patricia Lucas 202.632.6003 lucaspc@state.gov; or

Patricia Johnson 202.632.3288 johnsonpa2@state.gov;

MARKETING AND STRATEGIC PLANNING

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](#)

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