



RXI BLACKS IN GOVERNMENT



JUNE 10, 2013



“Boring” can’t be too bad if it means you will stack up workplace honors like San Antonio Spurs power forward Tim Duncan has – NBA Rookie of the Year, four-time NBA champion (1999, 2003, 2005 and 2007), two-time NBA MVP, three-time NBA Finals MVP, 13 times as an NBA All-Star, and the only player in NBA history to be selected both All-NBA and All-Defensive in every single season of his career. With those stats, being called boring must be similar to being called “phat”. So, there must be something every day employees can learn from Duncan.

1. **Be adaptable and have a Plan B for success.** Duncan originally planned to become an Olympic swimmer. He gave up on that dream when Hurricane Hugo destroyed the only Olympic-sized swimming pool in his hometown on Saint Croix in 1989. But, his brother-in-law introduced him to the game of basketball and he quickly adapted his talents. (Are you adaptable to changes in your work environment? Do you have a Plan B?)

2. **Be an intense listener.** The Wake Forest University basketball coach was interested in Duncan but the Virgin Islands wasn’t known for producing basketball phenoms. But, it became clear to the coach that Duncan was a young man of few words because he was an intense listener which also made him a quick learner. (Do you give others your undivided attention so that you will receive the guidance you need to get the job done? Does your level of attention show the importance and value you place on the input and suggestions of others?)

3. **Be a team player?** Duncan clearly isn’t as flashy as LeBron, Kobe, and Metta World Peace. But, maybe that’s because his focus is fundamentally on being a team player in a team sport. (Do you have the respect of your colleagues because of the collegial manner in which you deal with workplace matters? Are you willing to pass the “ball” or are you a ball hog?)

4. **Be willing to transform?** Even if Duncan’s game seems relatively unchanged, it’s clear he knew as a 37 year old in the NBA that he needed to transform. So, over the last two seasons Duncan dropped 25 pounds to become leaner and faster and provide some relief for a bad left knee. Duncan clearly is willing to do what it takes to maintain his longevity and stay on top of his game. (Are you willing to shed some baggage? Are you willing to transform to the needs of a changing government workplace?)

Whether you will be cheering for the man with the “Chosen 1” tattoo (who else but LeBron) or the man with the wizard tattoo (Duncan) at our networking event this Thursday at the Grand Slam Sports Bar, Game 4 of the NBA finals will definitely NOT be boring. But, remember, basketball is a team sport and there’s no “I” in team. Now, that’s a lesson we can live by as well.

Shirley A. Jones, Esq.

RXIC President

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*



RXI BLACKS IN GOVERNMENT



Donate Your BIG National Training Conference Logo Bags

A BIG Thank You to the NGA BIG Chapter for their Donation!



Many of us have been going to the BIG National Training Conference for years and we have the conference bags with the BIG Logo on them to prove it! Well, how about donating those bags for our Region XI Council and chapters to use in our various youth programs? Feel free to bring your gently used BIG Logo Bags to our June 13, 2013 networking event or our June 14, 2013 White Party so that we can have them in time for our June 22, 2013 Youth Oratorical and STEM Competitions and otherwise distribute them to the chapters for their student projects. Thanks in advance for your donation!

THE WHITE PARTY

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



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*



The USDA/1890 National Scholars Program

The application **deadline** for the USDA/1890 National Scholars Program has been extended until **June 14, 2013**. If you or someone you know are interested in a scholarship opportunity and are majoring in an agriculture-related field, the applications for **high school** and **college students** can be downloaded at:

<http://www.outreach.usda.gov/education/1890/index.htm>

The USDA/1890 National Scholars Program is a partnership between of the U.S. Department of Agriculture (USDA) and the eighteen 1890 Historically Black Land-Grant Universities. The program awards scholarships to students attending one of the 1890 Historically Black Land-Grant Universities, pursuing a bachelor's degree in agriculture, food, natural resource sciences, or related academic disciplines. The eighteen 1890 Historically Black Land-Grant Universities are as follows:

- Alabama A&M University
- Alcorn State University, Mississippi
- Delaware State University
- Florida A&M University
- Fort Valley State University, Georgia
- Kentucky State University
- Langston University, Oklahoma
- Lincoln University, Missouri
- North Carolina A&T State University
- Prairie View A&M University, Texas
- South Carolina State University
- Southern University, Louisiana
- Tennessee State University
- Tuskegee University, Alabama
- University of Arkansas Pine Bluff
- University of Maryland Eastern Shore
- Virginia State University
- West Virginia State University

The Award

Scholarships are awarded annually and must be used at one of the eighteen 1890 Historically Black Land-Grant Institutions. Each award provides annual tuition, employment, employee benefits, and use of a laptop computer, printer and software while on scholarship, fees, books, room and board for each of the academic years the scholarship is awarded. Each annual scholarship renewal is contingent upon satisfactory performance and normal progress toward the bachelor's degree.

General Eligibility

To be eligible for the USDA/1890 National Scholars Program a student must:

- Be a U.S. citizen
- Have a cumulative GPA of 3.0 or better (on a 4.0 scale)
- Be interested in attending one of the eighteen 1890 Land-Grant Universities
- Intend to study agriculture, food, natural resource sciences, or other related academic disciplines
- Demonstrate leadership and community service
- Submit an official transcript with the school seal and an authorized official's signature
- Submit a signed application (original signature only)

Who Should Apply

The USDA/1890 National Scholars Program is available to high school seniors entering their freshman year of college and rising college sophomores and juniors.

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*



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



Harbour Pointe
WEALTH MANAGEMENT

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*



RXI BLACKS IN GOVERNMENT



“Feel the Heat or Cheer the Heat” Part II Networking Event

Thursday, June 13, 2013,

7:30 p.m.



Miami Heat vs. San Antonio Spurs NBA Finals Game 5

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



Tim Duncan vs. LeBron James, both All Stars in their own right, but what a contrast in personalities! Well, I think the thundering Miami Heat and the quiet storm of the San Antonio Spurs are the perfect ingredients for a great NBA Championship series. And, I hope you will join me at the Grand Slam Sports Bar in the Grand Hyatt for Game 4, more networking, and an all around good time! I will 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

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*



“Ask the Lawyer”

by Neil A.G. McPhie, Esq.

Q. I always get yelled at for being late to work, but a few other co-workers who are of another race never get in trouble for their tardiness. Does this count as discrimination?

A. Title VII of the Civil Rights Act of 1964 makes it an unlawful employment practice for an employer to “fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, sex, or national origin.” Specifically, Title VII forbids discriminatory changes in the terms and conditions of employment due to a hostile work environment. In the situation you describe, your boss may be subjecting you to hostile work environment discrimination by yelling at you because of your race.

It is important to note that Title VII does not govern all workplace actions or conduct by agency supervisors. To win a hostile work environment claim, as noted in the Supreme Court case, *Harris v. Forklift Systems, Inc.*, the workplace must be “permeated with ‘discriminatory intimidation, ridicule and insult,’ that is ‘sufficiently severe or pervasive to alter the conditions of the victim’s employment and create an abusive working environment.’” In *Harris*, the Supreme Court also noted that “[w]hether an environment is ‘hostile’ or ‘abusive’ can be determined only by looking at all the circumstances, which may include the frequency of the discriminatory conduct; its severity; whether it is physically threatening or humiliating, or a mere offensive utterance; and whether it unreasonably interferes with an employee’s work performance.”

Moreover, the Supreme Court, in *Faragher v. City of Boca Raton*, another notable hostile work environment case, found that simple teasing, offhand comments, or isolated incidents, unless extremely serious, will not amount to discriminatory changes in the terms and conditions of employment. Thus, isolated incidents of offensive conduct generally do not create an abusive environment. In your situation, the yelling would have to be offensive, quite severe, frequent, and interfere with your work performance to be considered as creating an abusive work environment. If the yelling incidents above met the aforementioned standard, then you may have a claim of hostile work environment discrimination, provided that you can also show that the yelling was based on your race.

Contact a federal employment law attorney if you believe you are being harshly treated by your supervisor or co-workers 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 speak with an attorney call 703-525-4700.

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*



NRC Chapter of BIG Hosted “Tips to Improve Your Appraisal” Professional Development Seminar



On Wednesday, May 22, the NRC Chapter of BIG hosted a professional development seminar where tips were provided from experienced NRC branch chiefs and managers to improve one’s appraisal rating. Along with the tips being provided by the panel, members in the audience, as well as through Bridgeline and Video Conferencing (VTC) were able to ask questions to the panel as well.

The branch chiefs/managers that are serving on this panel include: Patrice Williams-Johnson (BIG Lifetime Member), Chief, Funds Control Branch, Office of the Chief Financial Officer, Jerome Murphy, Associate Director, Office of Small Business and Civil Rights, Gordon Peterson, Deputy Budget Director, Office of the Chief Financial Officer, and Sophonia Simms, Chief, Center for Planning and Analysis, Office of Nuclear Reactor Regulation.

This panel was moderated by Bryan Champion (BIG Lifetime Member), Acting Director, Division of Program Planning, Budgeting, and Program Analysis, Office of Federal and State Materials and Environmental Management Programs.

To share a sampling of the tips provided by this panel, here are some tips shared by Bryan Champion from a bookmark he created for the participants entitled “10 Tips for Preparing for Your Performance Appraisals:”

- 1) Maintain a log tracking your accomplishments, special acts, and recognitions throughout the year. Make notes from your mid-year discussion.
- 2) Prepare a self-assessment. Use your tracking log to identify your accomplishments, special acts, and areas of improvement. Tie your assessment to each element and standard. Give this to your immediate supervisor in advance of your review.
- 3) During the review, focus on the narrative as much as you do on the rating. The narrative should speak directly to your performance in the event.

If you are interested in the remainder of these tips, along with the other handouts provided by the panel, feel free to shoot an e-mail to Dr. Haile K. Lindsay, NRC Chapter President, at Haile.Lindsay@nrc.gov.

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*



Are you a student who needs community service hours to graduate?

Do you like to volunteer for community events?

VOLUNTEERS NEEDED **FOR SATURDAY, JUNE 15TH**

Forestville Family Event Day - Celebrating with Forestville High's Class of 93'

Located at Forestville High School - 7001 Beltz Dr. Forestville, MD
Saturday, June 15th 3pm - 9pm [Volunteer hours start at 12pm]



We're excited to announce that Forestville Family Event Day is back for its third year. The last two years were a success! This year we are celebrating with Forestville High's Class of 93' as they celebrate their 20-year CLASS REUNION!

Come eat, drink and volunteer while you serve your community!

We will have music, fun activities for the kids including moon bounces, 5 on 5 basketball games for adults, cotton candy, sno balls, food and much more! Don't MISS out on this great opportunity to serve your community!

Available shifts are from 12 pm - 9 pm. You can volunteer for the whole day or in 1-hour increments. The volunteer opportunities are, but not limited to, set-up/clean-up, games, serve food to the kids, and operate the cotton candy and sno ball machines.



This is an AWESOME opportunity for students seeking community service hours or for individuals who ENJOY giving back to their community. Students please obtain permission from your parents.

E-mail your name, contact number, preferred shift and/or the number of hours you would like to volunteer to the Volunteer Coordinator, Kicha, at fhsknights93@gmail.com or leave a message with this information at 202-455-6290.

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



RXI BLACKS IN GOVERNMENT



Happy Father's Day!

16TH ANNUAL FATHER'S DAY CAR AND BIKE SHOW

SUNDAY, JUNE 16, 2013

3PM-7PM

AWARDS, FOOD, MUSIC, VENDORS
REFRESHMENTS, & MORE!!!

FREE WILL DONATIONS BEING ACCEPTED
AT THE GATE

PLEASE, NO PETS!!!

MANY TROPHIES AWARD IN MANY
CATEGORIES

FREE REGISTRATION!!!

ALL CAR & BIKE CLUBS ARE WELCOME!!!

OPEN FOR ENTRIES AT 2:00 PM

JUDGING BEGINS AT 5:30 PM



THE SANCTUARY AT KINGDOM SQUARE
9033 CENTRAL AVENUE, CAPITOL HEIGHTS, MD 20743
PHONE 301-333-9033

WWW.ATTHESANCTUARY.ORG
LYDELL (HUSTLEMAN) HAGANS
PRESIDENT, KINGDOM KNIGHTS
ANTHONY G. MACLIN, PASTOR

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



RXI BLACKS IN GOVERNMENT



Phi Beta Sigma Fraternity, Incorporated Alpha Sigma Chapter 2013 Scholarship Application



The men of the Alpha Sigma Chapter of Phi Beta Sigma Fraternity, Inc., invite eligible students to apply for our annual scholarship fund (criteria below). Scholarships awards range from \$500 to \$1000. Contact Jeremy McShan, education@alphasigma1914.org for official application and additional information.

All scholarship applicants should:

- Be a male graduating senior during the 2013-2014 school year at a high school in the Washington Metropolitan area (District of Columbia, Maryland, Northern Virginia)
- Plan to attend a 2 or 4-year institution of higher learning or technical school in the fall of 2014.
- Have a cumulative grade point average of at least 3.0 or higher. Please submit an official transcript. The transcript must show the cumulative grade point average for grades 9-12 and be signed by a school official with the official school seal in a sealed envelope. (If you attend a private school, please have a school official provide an explanation of your grading system submitted on the school's letterhead.)
- Submit two letters of recommendation. One from a community service or job related (volunteer or work related) supervisor and one from an administrator (teacher, principal, counselor etc.) at your school. Letters of recommendation must include writer's contact information and position.
- Submit a 1-page essay describing your interpretation on the motto "Lifting As We Climb" and how your work in the community supports this.
- Be available to attend the Annual Blue and White Scholarship Ball on Friday, October 18, 2013 at 8pm. *Winners will receive 2 complimentary tickets.*
- Photo (to be used for marking purposes at Annual Ball)
- Submit application, attachments, official transcripts, photo and recommendations to:

Alpha Sigma - Phi Beta Sigma Scholarship
c/o Jeremy McShan
Po Box 91827
Washington, DC 20090
or: education@alphasigma1914.org

Application Deadline is **September 20, 2013**. Completed application packages must be postmarked by that date. Please do not staple or fold materials.

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*