

Blacks In Government®

2010 National Delegates Assembly

Kansas City, Missouri

RESOLUTION

Renewal of Organizational Commitment to EEO Goals and Objectives

WHEREAS, Blacks In Government (BIG) was founded, formally organized in 1975, and incorporated in 1976, to serve, to represent and to advance the interests of black Civil Service employees, and to ensure their full, equal and unbiased access to all hiring, developmental and career advancement opportunities in government, at all levels; and

WHEREAS, the National Constitution of Blacks In Government identifies the first and foremost of its organizational goals and objectives as being “an advocate of equal opportunity” and “eliminating practices of racism and racial discrimination” with regard to blacks, at all levels of government; and

WHEREAS, the effectiveness and ultimate worth of any organization to a society and/or to its people is determined by how well that organization, through its membership, holds itself accountable for sustaining and fulfilling its own avowed commitments, as well as by the degree to which its economic, political and human resources are devoted to those ends; and

WHEREAS, the National Constitution of Blacks In Government authorizes the Board of Directors to determine policy; to undertake appropriate actions requiring national attention, including assisting Regions and/or Chapters in understanding and following such policies, or acting to suspend and/or to terminate any Chapter or affiliation, subject to a confirmation vote of Delegates at the next National Delegates Assembly; and

WHEREAS, the National Constitution of Blacks In Government authorizes Regional Councils to act as local advisors to the Board of Directors and National Organization, and to present written concerns, resolutions, recommendations and proposals of the Region to the Board of Directors and/or the National President; and

WHEREAS, the National Constitution of Blacks In Government tasks the Executive Committee with implementing policies established by the Board of Directors, and with transacting routine business between meetings of the Board of Directors, as well as with keeping members abreast of action items, decisions, and organizational changes;

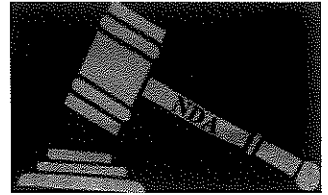
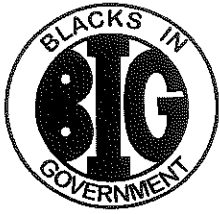
THEREFORE, BE IT RESOLVED, that the Board of Directors shall instruct the National President to issue written notice within 60 days following the 2010 National Delegates Assembly, to all Regions and Chapters, reaffirming and renewing the full commitment of Blacks In Government to the prioritization of those EEO and anti-discrimination goals and objectives stated in Article II, of the National Constitution, and directing each Chapter and Regional Council President to have appointed a Standing AE/EEO Committee Chairperson, and report their name to the Board, within 60 days of the date of the written notice; and

BE IT ALSO RESOLVED, that the Board of Directors shall, with input from the National and Regional AE/EEO Committees, develop and present a basic written EEO advocacy performance criterion, that shall be met by all Chapters and Regional Councils, which shall record and report all actions undertaken pursuant to the criterion in their reports to the Board; and

BE IT ALSO RESOLVED, that the Board of Directors shall duly review and give fair and full consideration to the compliance with such performance criterion by BIG Chapters and Regional Councils. Chapters found to have consistently failed to meet the performance criteria shall be provided training and applicable resources to meet the performance criteria.

Submitted by:

John D. Hunter, II
FMS-BIG Chapter
Region XI



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2010 National Delegates Assembly Kansas City, Missouri

RESOLUTION

BIG Supports Federally Employed Women Partner's Goal to Add Equal Rights Amendment (ERA) to U.S. Constitution

WHEREAS, The National Organization of Blacks In Government (BIG) was incorporated in 1976 as a non-profit organization to advocate and educate, and today, BIG seeks to represent 3.4 million public servants by continuing to address racially disparate treatment in the workplace and its effect on public service; and

WHEREAS, the Constitution of BIG, Article II, Goals and Objectives state, in part, that BIG is to be an advocate of equal opportunity for Blacks in government to eliminate practices of racism and racial discrimination against Blacks in government, and provide a non-partisan platform on major issues of local, regional, and national significance that affect Blacks in government; and

WHEREAS, in pursuit of the mission and goals of this great organization, BIG has partnered with Federally Employed Women (FEW), Federal Asian Pacific American Council (FAPAC), Society of American Indian Government Employees (SAIGE), and National Image (IMAGE), also called, National Coalition for Equity in Public Service (NCEPS), through a signed memorandum of understanding, containing common missions and goals and calling for equal rights and protections of government workers based on race, age, color, religion, sex, national origin, handicap, and disability; and

WHEREAS, FEW, chartered as a non-profit organization which is listed on the World Wide Internet as FEW.ORG and whose founding stemmed from the preceding Federal Women's Program (FWP) that was established in 1967 by Executive Order 11375 which added sex as a prohibited form of discrimination, maintains as its key mission principals identification of barriers to the hiring and advancement of women and enhancement of employment opportunities for women in every area of Federal service; and

WHEREAS, Representative Carolyn Maloney (D-14-NY) introduced HJRes 61 which proposes an amendment to the U.S. Constitution that provides equal rights for men and women, stating "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex"; and

WHEREAS, FEW advocates full constitutional rights for women and enactment of the ERA and has joined forces with a coalition of groups to achieve a full consideration and review of this amendment by asking legislators to co-sponsor and support HJRes 61 and help ensure it moves expeditiously through the legislative process;

THEREFORE BE IT RESOLVED,

- (1) The National President of Blacks In Government will send a letter to the congressional sponsor of HJRes 61 (listed above) and to the President of the United States by no later than December 2010 acknowledging BIG's national support of HJRes 61, asking the sponsor to reintroduce HJRes 61 into the 112th Congress of the United States, and urging successful passage of this legislation by the 112th Congress; and
- (2) The National President of Blacks In Government will task BIG's National Legislative Committee Chair to work with BIG's partner, NCEPS, in the successful passage of HJRes 61 by the 112th Congress and signature into law by President Barack Obama prior to the end of the 112th Congress on December 31, 2012.

Submitted by:

Edna Harvin Battle

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BIG Heritage Chapter - Executive Vice President

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BIG Heritage Chapter - President

Region XI



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FEW Fact Sheet

Equal Rights Amendment

Background: Federally Employed Women (FEW) Leaders, Regional Managers and Legislative Chairs are asking legislators to co-sponsor and support legislation to add the Equal Rights Amendment to the US Constitution:

“Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

Priority should be given to passage of the Equal Rights Amendment (ERA) since full legal equality under the United States Constitution is essential for women to be equal partners and participants in our society. Once three more states ratify the ERA, a three-fifths majority of the 50 states would have been secured. Many of these targeted states have begun moving the amendment forward and through their respective congresses.

Status: Rep. Carolyn Maloney (D-14-NY) introduced HJRes 61 which proposes an amendment to the US Constitution that provides equal rights for men and women.

FEW's Position and Further Action: FEW advocates full constitutional rights for women, and the enactment of the ERA. This organization has joined forces with a coalition of groups to achieve a full consideration and review of this Amendment. Our members ask legislators to co-sponsor and support this bill and help ensure that it moves expeditiously through the legislative process.

***Thank you for your support of equality in the workplace
for the one million federally employed women.***

If you have any questions, do not hesitate to contact FEW's Washington Representative at 703-528-7822 or via email at janetk@few.org.



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RESOLUTION

BIG Continued Support for U.S. House of Representatives Bill H.R. 67
'Notification and Federal Employee Antidiscrimination and Retaliation Act of 2009'

WHEREAS, The National Organization of Blacks In Government (BIG) was incorporated in 1976 as a non-profit organization to advocate and educate, and today, BIG seeks to represent 3.4 million public servants by continuing to address racially disparate treatment in the workplace and its effect on public service; and

WHEREAS, the Constitution of BIG, Article II, Goals and Objectives state, in part, that BIG is to be an advocate of equal opportunity for Blacks in government to eliminate practices of racism and racial discrimination against Blacks in government, and provide a non-partisan platform on major issues of local, regional, and national significance that affect Blacks in government; and

WHEREAS, in pursuit of the mission and goals of this great organization, on May 15, 2002, members of BIG, National Association for the Advancement of Colored People (NAACP), No FEAR Coalition, key supporting congressional members, and other civil rights advocates gathered in the Oval Office of the President of the United States and witnessed President George W. Bush sign into law the Notification Anti Discrimination and Retaliation Act, also known as the NOFEAR ACT and the first Civil Rights Legislation of the 21st Century; and

WHEREAS, members of the No FEAR Coalition, BIG, and Federally Employed Women have once again developed enhanced proposed legislation to amend and strengthen areas of Federal managers' accountability that were introduced in the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, and for other purposes; and

WHEREAS, on January 6 2009, this proposed legislation was introduced into the 111th Congress of the United States House of Representatives as H.R. 67, also known as the No FEAR Act of 2009, by the Honorable Representative Sheila Jackson Lee (D-TX) and cosponsored by the Honorable Representatives Alcee Hastings (D-FL) and Christopher Van Hollen (D-MD) and has now been referred to the following congressional committees: House Oversight and Government Reform, House Judiciary and its Subcommittee on Courts, Internet, and Intellectual Property; and

WHEREAS, H.R. 67, the No FEAR Act of 2009 has **TEN (10)** key legislative amendments, as follows:

TITLE II--AMENDMENTS TO TITLE II OF THE NO FEAR ACT OF 2002

- Sec. 201. Amendments relating to reimbursement requirement
- Sec. 202. Amendments relating to notification requirement
- Sec. 203. Amendments relating to reporting requirement
- Sec. 204. Training

TITLE III--ACCOUNTABILITY PROVISIONS

- Sec. 301. Disciplinary action requirement
- Sec. 302. Sanctions
- Sec. 303. Role of Department of Justice
- Sec. 304. No FEAR Oversight Office

TITLE IV--DAMAGES AND RELIEF

- Sec. 401. Clarification of Title VII liability caps, damages, and remedies
- Sec. 402. No immunity from individual liability for Federal officials; and

WHEREAS, over ten thousand legislative bills are introduced into Congress each year and the vast majority of bills never become law due to a lack of organizational or public support and if H.R. 67 is expected to be introduced into the 112th Congress, scheduled to commence in January 2011, then major leading advocacy organizations, such as BIG must play a pivotal role in the introduction and promulgation of H.R. 67; and

WHEREAS, BIG's 2009 National Delegates in Baltimore, Maryland passed a resolution directing the National President to send correspondence in support of H.R. 67 to the President of the United States;

THEREFORE BE IT RESOLVED,

- (1) The National President of Blacks In Government will send a letter to the congressional sponsors of H.R. 67 (listed above) and the President of the United States by no later than December 2010, reiterating BIG's continued national support of H.R. 67, asking the sponsors to reintroduce H.R. 67 into the 112th Congress of the United States, and urging successful passage of this legislation by the 112th Congress; and
- (2) The National President of Blacks In Government will task BIG's National Legislative Committee Chair to work with BIG's partner, the National Coalition for Equity in Public Service (NCEPS) in the successful passage of H.R. 67 by the 112th Congress and signature into law by President Barack Obama prior to the end of the 112th Congress on December 31, 2012.

Submitted by:

Matthew F. Fogg

Matthew F. Fogg
BIG Heritage Chapter President
Region XI