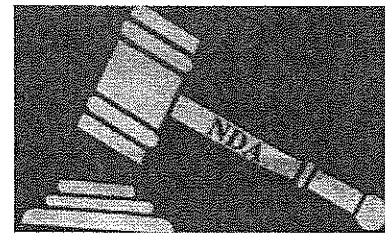




Blacks In Government®
2013 National Delegates Assembly
Dallas, Texas



RESOLUTION

RECOGNITION OF THE HONORABLE THOMAS A. WALTON

WHEREAS, Mr. Thomas A. Walton began his government career in an era of punch cards and paper filing systems and subsequently achieved 50 years of Federal Government service with Military Pay Operations of the Defense Finance and Accounting Services, U. S. Department of Defense, by serving our War Fighters and our Nation; and

WHEREAS, Mr. Thomas A. Walton is recognized as one of the original charter members of the Greater Indianapolis Chapter of Blacks In Government® (BIG) in Indianapolis, IN for over 30 years, having served as one of the esteemed Past Presidents, Chapter Parliamentarian and Life Member; and

WHEREAS, Mr. Thomas A. Walton was elected in 2010 to the BIG Distinguished Service Hall of Fame (DSHOF), providing him with the title of "The Honorable Thomas A. Walton", the highest honor which can be bestowed upon any single member of BIG® for individuals who have distinguished themselves in making exceptional contributions at the National, Regional and/or Chapter levels of BIG; and

WHEREAS, the National Delegates Assembly Team of Blacks In Government® has served under the outstanding and diligent leadership of Mr. Thomas A. Walton, for over 25 years as its distinguished chair; and

WHEREAS, Mr. Thomas A. Walton made the process for voting easier at the national elections by obtaining voting machines from Samuel McAfee and Associates in Baltimore, MD; and

WHEREAS, Mr. Thomas A. Walton continuously exemplifies commitment to excellence in all that he does to affect progressive and effectual change, whose knowledge, wisdom, and subject matter expertise is always appreciated, who is applauded on the success of his work, nationally, regionally, and locally; and

WHEREAS, Mr. Thomas A. Walton continues to be a dedicated advocate within the African-American community and a respected mentor and subject matter expert to people of all ages and the heart of BIG; and

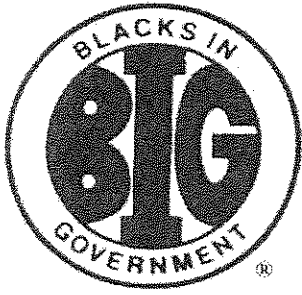
WHEREAS, it is with the highest commendation that the 2013 National Delegates Assembly recognize Mr. Thomas A. Walton who has honored this organization with his chairman leadership; and

THEREFORE BE IT RESOLVED, that we commend The Honorable Thomas A. Walton on reaching this historical milestone in his life and that his loyal service to the National Organization of Blacks In Government be historically inscribed into the archives of its history by bestowing the title of Chair Emeritus of the National Delegates Assembly; and

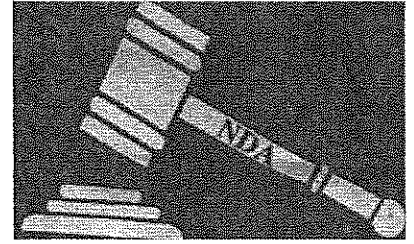
BE IT FURTHER RESOLVED, we extend our sincere gratitude and respect to The Honorable Thomas A. Walton, and request that this resolution become in effect at the adjournment of the 2013 National Delegates Assembly, and that a copy of this resolution be sent to his family and church leadership.

Respectfully submitted on May 14, 2013,

Greater Indianapolis Chapter, Blacks In Government, Region V
Milwaukee Chapter, Blacks In Government, Region V
New Kemet Harambe Chapter, Blacks In Government, Region V
2013 National Delegates Assembly Team Members, Blacks In Government



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RESOLUTION

The President's Reporting Responsibilities at Delegates Assembly

Whereas, the National Organization, Blacks In Government (BIG) was created to promote the goals and objectives for its members (Article II of the Constitution) and for all Blacks in government, and

Whereas, the duties of the President are to serve as Chair of the Executive Committee and shall be an ex-officio member of all committees except the National Nominating and Election Committees. In addition, the President shall guide the implementation of policies which have been approved by the Board of Directors; shall recommend to the Board of Directors changes in policies and procedures; shall present the President's Annual report at the Annual National Delegates Assembly, and

Whereas, the President's Annual Report shall include a total number of members in a 12-- month period and membership shall be divided and reported by categories: Regular, Associate, and Life Membership to make up the total membership number, and

Whereas, the President's Annual Report shall also include dividing and reporting membership by federal, state, and local sectors of government that make up the total reported membership number in a 12—month period.

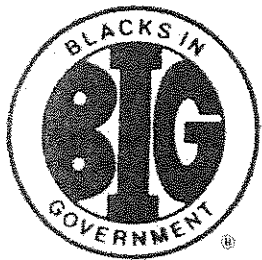
Therefore, Be It Resolved, that the President shall include in his/her annual written report to BIG at Delegates Assembly the increased (or decreased) number of members in federal, state and local government that BIG has experienced in a 12 month period and the overall net change in federal, state, and local government BIG has experienced during that period.

Be It Also Resolved, that the 12-month reporting period shall be reconciled each year with the dates of other BIG reporting documents and with the National Membership Committee and with the Annual Treasurer's report.

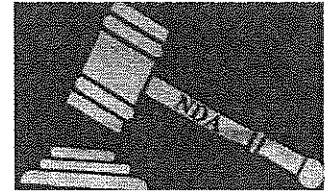
Submitted by:

Wesley M. Jarmon, Jr.
FCC-Benjamin Hooks Chapter
and Region XI Council of
Blacks In Government

There is no significant cost impact to this resolution.



Blacks In Government®
2013 National Delegates Assembly
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RESOLUTION

**BIG STANDS IN SOLIDARITY WITH NATIVE AMERICANS,
CONGRESSIONAL MEMBERS, COALITION PARTNERS AND MANY
OTHERS BY ASKING PRESIDENT BARACK OBAMA AND THE OFFICE OF
PERSONNEL MANAGEMENT TO ISSUE A DIRECTIVE DENOUNCING THE
DISPLAY OF WASHINGTON "REDSKINS" PARAPHERNALIA AND
REFERENCES IN ALL FEDERAL GOVERNMENT COMMUNICATIONS
AND FACILITIES**

WHEREAS, The National Organization of Blacks In Government (BIG), was incorporated in 1976 as a non-profit organization with (6) six primary constitutional goals to advocate and educate; and today, BIG is known as a world class organization which represents 3.4 million public and private civil servants by continuing to address these goals while seeking to eradicate discrimination in the workplace and its effect on public service; and

WHEREAS, the United States Government, utilizing both public and private industry employs over 2.5 million people according to Office of Personnel Management (OPM) statistics; and has assumed responsibility for ensuring a work environment for these 2.5 million people that is free from discrimination and bias; and

WHEREAS, the President of the United States issued *Executive Order 13583, Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce* in 2011 which states that "A commitment to equal opportunity, diversity, and inclusion is critical for the Federal government as an employer" and also that "As the Nation's largest employer, the Federal Government has a special obligation to lead by example"; and

WHEREAS, the OPM issued the *Government-Wide Diversity and Inclusion Strategic Plan* in 2011 which states that "while organizations may have diversity in their midst, employees may not perceive that their social identities are appreciated and included in the workplace. For this reason, building inclusive workplaces ensures that all employees feel included, connected, and engaged"; and

WHEREAS, in federal workplaces located in and around Washington DC, there are pervasive stereotypical depictions of Native Americans and written racial slurs through the display of Washington "Redskins" football team paraphernalia as well as the spoken racial slur "Redskins"; and

WHEREAS, achieving an inclusive work environment where the social identities of Native Americans are appreciated and accurately included cannot be achieved while the stereotypical images and racial slurs referencing Native Americans through "Redskins" paraphernalia and verbal references remain prevalent in the federal workplaces in and around Washington DC; and

WHEREAS, Indian mascots are widely accepted as tools that promote bias and prejudice against Native Americans and numerous official bodies have issued statements condemning the use of Native American mascots citing the harm inflicted on Native Americans by their use including the U.S. Commission on Civil Rights, the American Psychological Association, and the National Congress of American Indians; and

WHEREAS, on May 28, 2013 a bi-partisan coalition of the following 10 Congressional members; Eni F.H. Faleomavaega, Tom Cole, Betty McCollum, Raul M. Grijalva, Gwen Moore, Michael M. Honda, Donna M. Christensen, Zoe Lofgren, Barbara Lee, and Eleanor Holmes Norton signed a letter to Washington "Redskins" owner Daniel Snyder, team sponsor FedEx, NFL Commissioner Roger Goodell and all 31 NFL franchises urging the Washington franchise to change its "Redskins" name, stating it was derogatory and racially offensive to Native Americans; and

WHEREAS, BIG has officially partnered with other world class non-profit and non-government organizations (NGO's) with mutual advocacy concerns for equality and training known as the National Coalition for Equity In Public Service (NCEPS) incorporating the Society of American Indian Government Employees (SAIGE), Federally Employed Women (FEW), Federal Asian & Pacific American Council (FAPAC), National Image, Inc. (IMAGE), Federal Employees with Disabilities (FedsFirst) who collectively meet during each perspective annual training program; and

WHEREAS, during the June 2013 SAIGE Tenth Annual National Training Program in Spokane, Washington where SAIGE and non-SAIGE members affiliated with American Indian Tribes nationwide made it abundantly clear the name "Redskins" historically and today is an unequivocal racial epithet and a derogatory slur akin to the "N-word" among African Americans, the 'W-word' among Hispanics Americans and the "C-word" among Asian Americans and thereby its use depicts total disrespect and humiliation each time it is utilized in the Federal workplace by individuals in the presence of Native Americans; and

WHEREAS, "Redskin" is unequivocally a racial descriptor for Native Americans that dates back to a genocidal era in American history when Native Americans were hunted for government-paid bounties, killed, and forcibly removed from their lands. The term is defined by dictionaries of American English as "usually offensive", "disparaging", "insulting", "taboo" and is avoided in public usage with the exception of its continued use as a name for sports teams and many claim the term is a particularly egregious racial epithet; and

WHEREAS, The Patent and Trademark Office previously revoked the "Redskins" trademark because it was disparaging to a group of people. The decision was overturned on a procedural technicality - not on substantive merits. A second lawsuit is pending final decision; and

WHEREAS, Washington "Redskins" owner Daniel Snyder was recently quoted as stating he will "NEVER" change the team's name, thereby further insulting concerned congressional members, BIG members, NCEPS partners and Native Americans, including federal government employees whose ancestors endured unspeakable atrocities are now forced to relive such abomination much like the N-word forces African Americans to relive Slavery and its vestiges; and

WHEREAS, the Federal government has created the Equal Employment Opportunity Commission to oversee and protect employees against activity seen as racial harassment, racially derogatory language and racially charged hostile work environments that may be created by the use of any racially insensitive expression that insults or humiliates any employee in reference to their ethnicity, religious affiliation, disability, gender or race identification as specifically reported by Native American employees when hearing or seeing the term "Redskins" in the workplace; and

WHEREAS, the use of Native American mascots by colleges and universities, the presence of Indian mascot depictions, and verbal references on campuses has been found to create a hostile environment for Native Americans in violation of Title VII of the Civil Rights Act; and

WHEREAS, BIG National Delegates represent the entire membership and meets annually to discuss the business of the organization including the adoption of Resolutions voted on by the Delegates that further direct BIG leadership to take specific actions,

THEREFORE BE IT RESOLVED,

- (1) The National President of Blacks In Government and its NCEPS partners will write a joint letter to the President of the United States Barack Obama and to the Director of the Office of Personnel Management, asking that a directive be issued to all Federal Agencies and contractor affiliates that the use of the term "Redskins" and the stereotypical depiction of Native American mascots such as that which constitutes the "Redskins" logo is considered offensive and thereby prohibited from use in and on government property.
- (2) The NCEPS may issue a Press Release informing the public of its official position taken in support of the Native Americans that incorporates the language of this Resolution.

THEREFORE BE IT FURTHER RESOLVED,

The NCEPS may request OPM to conduct national training seminars to further inform Federal workers why the term "Redskins" is racially insensitive to the American Indian workers.

Submitted by:

Matthew F. Fogg

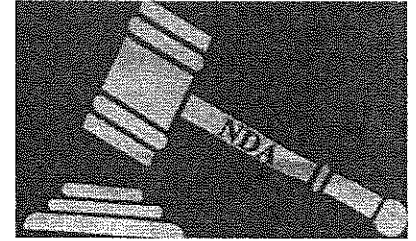
Matthew F. Fogg
BIG National 1st Vice President
BIG Region XI - Heritage Chapter President
Retired - Chief Deputy United States Marshal

June 15, 2013

There are no costs to implement this resolution.



Blacks In Government®
2013 National Delegates Assembly
Dallas, Texas



RESOLUTION

Financial Management Controls

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 at the state, local and federal level, and to ensure their full, equal and unbiased access to all hiring, developmental and career advancement opportunities in government, at all levels; and

WHEREAS, BIG has served as an advocate to address unlawful discrimination against Black government employees, is considered the front runner of special emphasis organizations in this Country and received the highest number of attendees at its National Training Conference as compared to other organizations; 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 and human resources are devoted to those ends; and

WHEREAS, to remain a viable, effective advocacy organization, BIG should ensure that it is financially solvent to meet the challenges ahead in austere times with the national economy; and

WHEREAS, the economic status of the United States as a whole is going through some challenging times due to political ideologies, changes in the world economy and severe government budgetary constraints, all of which impacts on BIG remaining financially solvent in the future; and

THEREFORE, BE IT RESOLVED, that the Board of Directors (BOD) shall ensure that the budget for the organization, beginning in 2014 and thereafter shall adjust its revenues and expenses to reflect the reality of budgetary constraints, i.e., sequestration, government debt ceilings, and any other national financial crisis that may materialize.

THEREFORE, BE IT RESOLVED, that since the revenues from the National Training Institute (NTI) serve as the major source of income for the organization, projections of income for each year, effective with the 2014 budget, shall be determined by the attendance from the prior year and on any recent changes to government policy that impacts government agencies from allowing their employees to attend the NTI.

THEREFORE, BE IT RESOLVED, that expenditures for the NTI be reduced significantly, i.e., travel, lodging, food expenses, Presidents budget; that organization operating expenses such as travel, lodging, delegates assembly costs, programs (if corporate donations are reduced) Presidential Inauguration, BOD/NEC, standing committees, special committees and any other entity that can be cut.

BE IT ALSO RESOLVED, that the BOD shall ensure that across the board cuts are made to ensure BIG meets its financial obligations in spite of declining income in order to avoid tapping into its investment account or building office equity to manage the organization.

BE IT ALSO RESOLVED that all Directors participate in a discussion with their Regional Councils on the topic of effective financial management of the organization to gain input from the Regions prior to voting on any national BIG budget.

Submitted by:

Mary Peoples

Huntsville-Madison County Chapter
Region IV