

# RXI BIG Membership Overview

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**Region XI**

**What  
You  
Need  
To  
Know**

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# The BIG Overview

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- I. Brief History of BIG
- II. Goals and Objectives
- III. Turn the P.A.G.E with BIG
  - Professional Development
  - Advocacy
  - Giving Back
  - EEO Support
- IV. Membership Responsibilities
- V. Executive Council and Board of Directors



Region XI

# BRIEF HISTORY

- **Founded:** in 1975 by African Americans employees at the Department of Health, Education and Welfare. (Parklawn building in Rockville, Maryland. )
- **Incorporated:** a Non-profit organization under the District of Columbia jurisdiction in 1976.
- **Purpose:** to address and provide support for the wide assortment of racially motivated problems faced by the HEW Black employees in Rockville.
- **Goal:** to promote EQUITY in all aspects of American life, EXCELLENCE in public service, and OPPORTUNITY for all Americans.
- **RXI Strength:** 57 Chapters; approximately 2600 members.
- **BIG Region XI** supports BIG members in Maryland, District of Columbia and Virginia Metropolitan Areas



Region XI

# GOALS AND OBJECTIVES

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- To be an advocate of equal opportunity for Blacks in government.
- To eliminate practices of racism and racial discrimination against Blacks in government.
- To promote professionalism among Blacks in government.
- To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government.
- to establish a mechanism for gathering and disseminating information for Blacks in government.
- To provide a nonpartisan platform on major issues of local, regional and national significance that affect Blacks in government.



Region XI

# PROFESSIONAL DEVELOPMENT

*Professional Development, Training & Opportunity*

## **BIG IS A PROFESSIONAL DEVELOPMENT ORGANIZATION:**

Every year BIG sponsors the NTI (National Training Institute) which brings together national leaders and experts from around the country to address issues, concerns, and provide training for its membership. Additionally, programs like [Future Leaders of America Group \(FLAG\)](#) provide members with advanced leadership training. Also check out the [NOW Generation](#) which focuses on programming for young professionals of BIG under the age of 40 looking to enhance their success and become leaders in the workplace.

## **BIG IS NETWORKING:**

By becoming a member of BIG, you become a part of an organization that includes employees from all levels of government and the public workforce. The National Training Institute provides opportunity to meet experts from around the country that can assist with job opportunities, informational resources, and professionally and personal development. One of the events sponsored by the NOW Generation is a networking happy hour.

## **BIG RECOGNIZES YOUR ACHIEVEMENTS:**

Each year BIG gives awards membership for their contribution to the goals and objectives of the organization. An example is the Distinguished Service Award, given to members who have a track record of 15 years or more of service to BIG and or the community. During the December Gala, Region XI also recognizes chapters for such contributions as student scholarships, feeding the homeless, and leadership and career development programs endorsed by their respective agencies.

## **BIG IS AN OPPORTUNITY:**

BIG provides membership with the opportunity to be a part of an organization where you, as an African American, is its priority. If you are concerned about equity, excellence, and opportunity in government, join BIG.



Region XI

# ADVOCACY

*Advocacy, Awareness & Action*

## **BIG WORKS FOR YOU:**

BIG is the only organization dedicated to the interests of the African American public servant. Other organizations may touch upon the problems that impact you, but BIG is made up of people who share your interests, your concerns, and your problems.

## **BIG IS AN ADVOCATE:**

BIG speaks out on issues affecting the government workplace. BIG has testified before the Congress on legislations reforming the EEO process, racial discrimination in government, and affirmative employment. BIG also spoke out on the disparate rate of discharge of African Americans from the federal service, the national performance review, and downsizing. BIG works with your agency's union and will assist you in navigating the EEO maze.

## **BIG IS NETWORKING:**

BIG members are identify with an organization that is composed of workers from all levels of federal, state, and city workforce. The [National Training Institute \(NTI\)](#), Regional Training and conferences, as well as local meetings provide opportunities to meet experts from around the country, employers from other agencies, and obtain information and resources that assist with both professionally and personal growth.

## **BIG IS A CHANCE TO MAKE A DIFFERENCE:**

We can accomplish together what you cannot do alone. Through BIG you can work with people who have similar goals and actually do something to confront and or solve the institutional and socioeconomic problems faced in the workplace and in the community.



Region XI

# GIVING BACK

*Giving Back to Grow BIG*

## **BIG IS AN EMPLOYEE SUPPORT GROUP:**

If you have a problem on the job, your BIG chapter can be an excellent resource for help and counsel. Many BIG members have dealt with similar problems and can suggest strategies for combating them. BIG also has a list of attorneys experienced in handling the EEO and workplace issues.

## **BIG IS A COMMUNITY RESOURCE:**

Your local BIG chapter can be a strong force in the community to help fight community problems such as drug abuse, teenage pregnancy, AIDS, illiteracy, and voter registration. The skills you develop on the job can be invaluable in promoting community activities through your BIG chapter. Another example is The Future Leader's of America's program which provides mentoring and guidance to junior and senior high students as well as college scholarship. There is also the STEM and Oratorical contests for high school students. Join and start giving back too.

## **BIG IS A CHANCE TO MAKE A DIFFERENCE:**

Through BIG membership, we can work toward achieving similar goals and toward addressing institutional and socioeconomic problems faced in the workplace and in the community. Membership in BIG provides opportunities to use your professional skills and talents to contribute to the workplace and the community.



Region XI

# EQUAL EMPLOYMENT

*Equal Employment & Opportunity in the Workplace*

## **BIG WORKS FOR YOU:**

BIG is a national organization dedicated to the interests of the African American public servant. BIG has a list of attorneys to assist with your complaint, hosts EEO workshops, and is made up of people who share your interests, your concerns, and your problems.

## **BIG IS AN ADVOCATE:**

BIG speaks out on issues affecting the government workplace. BIG testified before the Congress on legislations reforming the EEO process, racial discrimination in government, and affirmative employment. BIG also spoke out on the disparate rate of discharge of African Americans from the federal service, the national performance review, and downsizing. BIG recently had a public hearing on the assault against affirmative action.

## **BIG IS AN EMPLOYEE SUPPORT GROUP:**

If you have a problem on the job, your BIG chapter can be an excellent resource for help and counsel. Many BIG members have dealt with similar problems and can suggest strategies for combating them. BIG also has a list of attorneys experienced in handling the type of problems BIG members may encounter.

## **BIG KEEPS YOU INFORMED:**

BIG keeps members up-to-date with the latest developments affecting the African American government employee. Sources of information include RXI weekly newsletter and [the Legal Review](#) are very informative. The National headquarters also publishes a monthly BIG Bulletin. The [Education](#), [Regional](#), and [National](#) websites are also a source of useful information.



Region XI

# MEMBERSHIP RESPONSIBILITIES

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*Blacks In Government Guiding Principles*

1. Be Accountable
2. Commit to Excellence
3. Act with Integrity
4. Take Responsibility
5. Work As a Team
6. Remain Loyal and Dedicated

# Membership Responsibilities

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## Other Responsibilities



- Be an Informed Member – Know your BIG history (or be doomed to repeat it). Know your chapter's name, that you are in Region XI, and attend chapter and regional council meetings.
- Who's Who of Your Chapter – Know your chapter's elected officers and committee chairs. Get to know other members of your chapter.
- Be **Passionate, Positive, Proactive, Persistent, Prepared and Professional**
- Get involved – Don't be a member from the sideline. Look for opportunities to share Knowledge Skills and Abilities. Find where you can best fit in.
- Know What BIG is about (PAGE): **P**rofessional Development, **A**dvocacy, **G**iving Back, and **E**EO support

# Executive Council and Board of Directors

Marion V. Allen	President
Renaee Allen	1 <sup>st</sup> Vice-President
Jesse Sharpe	2 <sup>nd</sup> Vice-President
April Powers-Matthew	Treasurer
LaShan Haynes	Recording Secretary
Kevin Coleman	Financial Secretary
Lamonte Johnson	Sergeant-At-Arms
William Speight	Sergeant-At-Arms
Vacant	Parliamentarian
Board of Directors	Dr. Hezekiah Braxton III
Board of Directors	Wesley Jarmon

**BIG Websites**



Region XI Council

RXI Committee Chairs

National Website

[www.bigrxi.net](http://www.bigrxi.net)

<http://www.bigrxi.org/council.html>

[www.bignet.org](http://www.bignet.org)