



Blacks In Government □

3005 Georgia Avenue, NW
Washington, DC 20001-3807
(202) 667-3280 — FAX (202) 667-3705

www.bignet.org

May 23, 2017

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E. Scott Pruitt, Administrator
U.S. EPA Headquarters
William Jefferson Clinton Building
MC: 1101A
1200 Pennsylvania Avenue, NW
Washington, DC 20460

Greetings Administrator Pruitt,

The planning is underway for Blacks In Government (BIG) 39th Annual National Training Institute (NTI). This letter serves as a formal invitation for your agency to present a forum as part of the NTI's Agency Forums Program (AFP). The NTI will be held during the week of August 21-24, 2017, in the beautiful city of Atlantic City, NJ. This year's conference theme is: *"The BIG Experience—Today's Vision, Tomorrow's Reality."*

The BIG NTI is widely recognized as one of the most effective training experiences available to both public and private sector employees. Training is offered in a wide range of timely subjects that are informative and relevant to current trends and initiatives affecting job performance. BIG is anticipating 1,000 to 1,500 participants from federal, state, and local governmental agencies as well as representatives from the private sector.

The AFP is executed during the first two days of the NTI:

- Dates: August 21 & 22, 2017
- Timeframes:

Monday	1:00 p.m. to 5:00 p.m.
Tuesday	8:00 a.m. to 12:30 p.m.
Tuesday	1:00 p.m. to 5:00 p.m.

We look forward to your favorable response. Please provide BIG with the following support to ensure that the Agency Forums Program is successful and productive:

- Endorse conference registration of Agency Forum attendees
- Complete the attached Agency Forums Information Sheet and return no later than June 13, 2017. Fax to 202-667-3705 and/or email to Ms. Yolanda Dangerfield at: ysd1@cdc.gov.

One of America's Most Influential Organizations
"Thank You For Thinking BIG"

Direct questions regarding the AFP to Ms. Yolanda Dangerfield, 2017 NTI Agency Forums Committee Chair, at (404) 498-0154 or 1357, Fax (404) 498-0170, and/or e-mail ysd1@cdc.gov. If additional conference information is needed, please contact the BIG National Office at 202-667-3280 or visit our website at <http://www.bignet.org>.

Sincerely,

DR. DORIS P. SARTOR
National President
Blacks In Government, Inc.

Enclosure
Agency Forum Form



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14 April 2017

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Memorandum to Chief Learning Officers and Chief Human Capital Officers

From: Honorable Dr. Doris P. Sartor
National President
Blacks In Government, Inc.

Subject: **Blacks In Government National Training Institute**

I request support for your employees to attend the National Blacks In Government (BIG) **39th Annual National Training Institute (NTI)** taking place August 21-24, 2017 in Atlantic City, New Jersey. This year's theme is *"The BIG Experience: Today's Vision Tomorrow's Reality."* The BIG NTI offers a comprehensive learning experience for government professionals to enhance their skills in the areas of communications, diversity management, equal employment opportunity, information technology, leadership and management skills, financial management, human resource management, health awareness and wellness, personal performance, technical and professional skills, and career development.

Our NTI will include instructor-led, hands-on training sessions and in-depth presentations from experienced professionals from accredited university professors, senior government leaders, and private sector subject matter experts. Some workshops will also offer continuing professional education (CPE) credit; continuing leadership points (CLP); and continuing education units (CEU). We are also featuring a 35-hour Preparation Course for the Certification Exam for Project Management Professionals (PMP). This PMP course is accredited by the Project Management Institute (PMI). Because of these advancements, BIG continues to be respected at the highest levels of government—www.GovLoop.com lists BIG's NTI as one of the best government conferences of 2016.

One of America's Most Influential Organizations
"Thank You For Thinking BIG"

Attending theBIG NTIwill helpyour employeesperform their jobs more effectively anddevelopkey competencies that are grmane to organizational and personal succesThe NTI meets requirements as a Training Activity unde5 CFR 410.404,section 4110 of title 5, United States Code-

- a. The announced purpose of the conference is educational or instructional;
- b. More than half of th time is scheduled for a planned, organized exchange of information between presenters and the audience which meets the definition of training in section 4101 of title 5, United States Code.
- c. The content of the conference is germane to improving individualand organizational performance, and
- d. Development benefits will be derived through the employee's attendance.

Everyone is encouraged to be part of this dynamic training experience. We're asking each Chief Learning Officer and Chief Human Capital Officer to support **Blacks In Government's 39th Annual National Training Institute (NTI)**Please share this memo and the attached flyer with your employees. This year's NTI will not only prepare employees for success but rekindle their commitment to public service. To register for the NTI and learn more about our dynamic organization, visit our BIG website at www.bignet.org or contact the National Office at (202) 667-3280. We look forward to seeing your employees at our 2017 National Training Institute.

Again, thank you for your time and consideration. If further information is needed, feel free to contact me at 202-439-2483. Thank you for Thinking BIG!



Ms. LaShan L. Haynes
President, EPA-William D. Barber, Jr. Chapter
Blacks In Government, Inc.

LaShan Haynes, began her career at the Environmental Protection Agency in August 1986, as a high school junior, under then what was the “Stay-In-School” program, in the Office of General Counsels’ Water Division. Upon graduation and during her collegiate years, she continued to work during breaks until she became career permanent in 1990. LaShan continued to work in the Office of General Counsel Water Division and then in the Solid Waste Division as a Secretary. She had a great interest in computers and anything computer related, therefore, in 1995 she applied for a position in the upward mobility program as an Information Management Specialist in the Office of Solid Waste and was selected. LaShan still holds this position today as a GS-13 with the office that has since been renamed the Office of Resource Conservation and Recovery. She is also, the program office’s Alternate Designated Ethics Official and the RCRA Confidential Business Information (CBI) Document Control Officer (DCO) for Headquarters.

In 1996 while attending the Blacks In Government (BIG) National Training Conference in Atlanta, Georgia, LaShan at the conclusion of the EPA Agency forum immediately signed up as a Life/Gold Plus member of the EPA-William D. Barber, Jr. Chapter. It was the information that was shared via the presentations and the networking that was taking place among the Agency between employees and management from Headquarters and across the Regions that made her want to be a part of BIG. Also, from the history and training sessions, she understood the vision and goals in which the organization was trying to achieve and felt she could help achieve such goals.

Since becoming a member, LaShan has been of service in the following capacity:

- Served as Chapter Correspondence Secretary
- Served as Recording Secretary under five (5) administrations
- Served on the Chapter Planning and Communications Committees
- Served Chapter Vice President (2013-2015)
- Regional Representative for the Chapter (2006-present)
- Region XI Program and Education Committee (2014-2016)

- National Elections Committee (2009)
- Currently the Region XI Recording Secretary (January 2016-present)
- Interim Chapter President (June-December 2016)

She was also of service in other capacities as needed. As a member LaShan has had great involvement in the planning of events and outreach activities like the EPA Forum, school supply drives, community service projects. One of the most notable projects was during the National Training Conference, which was held in New Orleans, Louisiana, the year after Hurricane Katrina. She, as part of the Chapter and organization attended the town hall discussion on the city's next steps and later on that day planted a tree in one of the affected communities with then BIG's National President, Darlene H. Young.

Finally, as President, one of LaShan's priorities is to further the mission and objectives of BIG and EPA, which she believes together is helping to protect human health and the environment by ensuring the equality, advocacy, and excellence of those employees who serve and the communities in which they serve. LaShan hopes to accomplish this through communication, and building partnerships and bridges by the engagement and involvement of members, non-members, and management (individually and collectively) alike. Also to provide meaningful, adequate professional/personal development through programs (internal/external) and activities that would create a win/win situation for the individual, the agency, and the organization. LaShan believes that any goal can be accomplished when each of us work together for the advancement of US ALL.



Blacks in Government National Headquarters
3005 Georgia Avenue, Northwest
Washington, DC 20001-3807
www.bignet.org

BIG HISTORY:

Blacks in Government, Inc. (BIG) was established in 1975 and incorporated in 1976 by a small group of African Americans at the Public Health Services which is a part of the Department of Health, Education and Welfare in the Parklawn building in Rockville, Maryland. The organization was viewed as essential to the Black civil service employee, based on a wide assortment of racially motivated problems faced by the HEW Black employees in Rockville. Initially, it was thought that the umbrella organization would address only the problems at the Federal level. However, it was soon determined that State, County, and Municipal Black employees were faced with the same general type of employment problems. Nonetheless, Blacks in Government was organized in 1975 and incorporated as a non-profit organization under the District of Columbia jurisdiction in 1976. BIG has been a national response to the need for African Americans in public service to organize around issues of mutual concern and use their collective strength to confront workplace and community issues. BIG's goals are to promote EQUITY in all aspects of American life, EXCELLENCE in public service, and OPPORTUNITY for all Americans.

BIG PURPOSE:

To be an advocate of equal opportunity and professional development for Black government employees at the Local, State and Federal government levels and others dedicated to justice for all US citizens.

BIG VISION:

To be recognized as a public sector, world class enterprise, employee advocacy organization.

BIG MISSION:

To promote equity, excellence and opportunity through advocacy, professional development and empowerment of African Americans and others dedicated to justice and equity at all levels of government. To enable all present and future African American employees in Local, State, and Federal governments to have the ability to maximize their career opportunities and provide a mechanism for inclusion, growth and advocacy. To function as an employee support and resource group for African American civil servants at the municipal, state and federal government level.

Thank You for thinking BIG!

GOALS AND OBJECTIVES:

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

BIG celebrated its' 40th Anniversary of Incorporation in 2016, and with the support of its' membership, it has been able to host 39 annual training conferences in various cities across the country, and is a nationally recognized training organization by the Office of Personnel Management (OPM). BIG continues to provide, at these conferences, training ranging from information technology to the quality of life for individuals professional and personal development. It is also a great networking opportunity for members across the country, which has resulted in the development of some of the programs within the organization.

WILLIAM D. BARBER, JR. CHAPTER

The William D. Barber, Jr. Chapter was started some 30 plus years ago and earned its' name from a gentleman who was very much an advocate for employees rights and fairness as the Chapters' first President. Mr. Barber, succumbed to cancer and because of his faithfulness, dedication, and leadership, the chapter was named after him. The chapter was officially chartered when EPA Headquarters, which at the time was located at Waterside Mall in SW, Washington DC. During that time, the chapter was very active in keeping the administration abreast on issues involving discrimination, promotions and unfair labor practices against African Americans. From there, the Administration started listening to the organization about their concerns that affected all employees of different ethnic backgrounds and began supporting their attendance at the National Training Conference (NTC) which has since been renamed the National Training Institute (NTI). The chapter was and remains very active in the NTI and sponsors one of the most popular Agency Forums at the conference

Since its' inception, the Chapter has been very much involved in the advocacy of employees, especially African Americans, by making employees knowledgeable of the tools and resources available to them to advance their careers and lives, as well as creating methods to obtain them. The Chapter then and now continues to make efforts to ensure that the missions of both the organization and the agency work together in a cooperative manner, through training programs, seminars, networking events, health and wellness activities, scholarships and mentoring, thus creating a win-win result. Over the years, many of the William D. Barber, Jr., members have retired, transitioned or just simply moved on, however, the Chapter continues to remain a force as

they currently have eighty-eight (88) members and counting. While the membership may fluctuate the mission will always remain the same, nonetheless new members are always welcomed!

Finally, for more information about the Chapter, feel free to contact the President, LaShan Haynes at (703)605-0516, Haynes.LaShan@epa.gov , and/or Vice President, Raderrio Wilkins, (703)308-1259, Wilkins.Raderrio@epa.gov. For more information on the organization visit www.bignet.org.



**U.S. Environmental Protection Agency
William D. Barber, Jr. Chapter of Blacks in Government
Ben Franklin Station P.O. Box 289
Washington, DC 20044-0289**

January 31, 2017

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Vacant

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Vacant

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Anthony Cheatham

REGIONAL

REPRESENTATIVES

Melinda DeLoatch-Speight

LaShan L. Haynes

Glynis M. Hill

Karen Somerville (Alternate)

Happy New Year EPA-William D. Barber, Jr. Chapter of Blacks In Government!

It is with a humble spirit that I bring you greetings as your Chapter President for 2017-2019 biennial term. It is indeed an honor and most certainly a privilege to serve you in this capacity in which I do not take lightly. I have been a member of the EPA-William D. Barber, Jr. Chapter since 1996 and a Gold Plus Life Member of BIG since 2005. During my time in the Chapter, I have served in various capacities, however, mostly in the roles of Recording Secretary and Regional Representative, and now as Chapter President and Region XI Council Recording Secretary.

As the recent political climate has proven, the position of leadership, such as being a President, can be challenging for the elected/appointed individual chosen to serve. Understanding this, and knowing that every decision and action must be made in the best interest of the Chapter and the organization as whole. The realization for me has always been that to successfully move this Chapter forward, we as a collective body must contribute 100%, therefore, our theme for the 2017-2019 biennial term is **"Transitioning and Moving Forward Together."** We are now in a season that is challenging not just our willingness to unite, but also our resolve to stand for what is right, fair and equitable, to each of us as citizens, but more importantly as humanity, just as so many of those who came before us has done. In moving forward, we must make sure that the mission of the Chapter aligns and collaborates with that of the Agency, therefore, I have written out the mission, and goals and objectives of the EPA-William D. Barber, Jr. Chapter during the 2017-2019 term in the attached document.

Finally, as we move forward, it is my goal to partner with and engage management at all levels, and to communicate and educate EPA's Agency heads on the purpose, mission, goals and vision of Blacks In Government. However, to accomplish this, I need the support and assistance of the Chapter's membership to display a representation of BIG that is nothing short of excellence and professionalism. I look forward to partnering with all of you to make this term one of change, impact, and progress. Our first Chapter meeting of this year and officers' installation will be held on Thursday, February 16, 2017. Again, thank you for trusting me with this responsibility and thank you for thinking BIG!

LaShan Haynes

President

EPA-William D. Barber, Jr. Chapter

Region XI



Dr. Doris P. Sartor
National President
Blacks In Government, Inc.

Dr. Doris P. Sartor was elected as the 2017-2018 National President of Blacks In Government, Inc. The mission of Blacks In Government, commonly called BIG, is to promote equity, excellence and opportunity through training and education for African Americans in local, state, and federal governments and provide opportunities for members/employees to have the ability to maximize their career opportunities and provide a mechanism for inclusion, growth and advocacy. Dr. Doris Sartor previously served the organization as a member of the National Board of Directors; National Executive Vice President; Region IV Council President; National Corporate Sponsorship Chair; and Chair of Program and Planning. She is a Gold Life Plus member of Blacks In Government and totally committed to its goals and objectives.

Dr. Doris P. Sartor is currently employed at Maxwell Air Force Base in the Civilian Associate Degree program. Her expertise is in curriculum design and development. Dr. Sartor has planned and developed numerous courses such as the GS-15 Leadership Seminar; Sexual Assault Coordinators Course; Sexual Assault Prevention and Response Victim Advocates Course; EO Directors Course and Advanced and Basic Mediation courses.

Dr. Doris P. Sartor has coordinated and conducted Racism and Disparate Treatment Forums throughout the country in various government agencies. Forums allowed individuals to discuss charges of racist, disparate and inappropriate behavior toward them as minorities in the workplace. Forum results were analyzed and recommendations were provided to agencies to proactively address problem areas. Dr. Sartor has coordinated forums and participated in meeting with agency heads agencies such as the US Army Corps of Engineers, Baltimore District; Fort Benning, Georgia; and VA Medical Center, Fayetteville, North Carolina.

Dr. Sartor was also the project manager for the following publications:

- Voter Plan of Action,*
- Report on Discrimination and Solution Summit,*
- Racism and Disparate Treatment in the Public Sector, and*
- Affirmative Action and Beyond.*

As a Quality Advisor at Maxwell Air Force Base, Dr. Doris P. Sartor analyzed organizational continuous improvement operations and procedures. She also performed consultant duties that included planning, evaluation, and maintaining quality principles in day-to-day operations; conducted research into quality phenomena using statistical and other scientific methods; and facilitated strategic planning efforts.

During her career, Dr. Doris P. Sartor received many awards inside and outside of her field, inclusive of: the NAACP Roy Wilkins Renown Service Award; Blacks In Government Distinguished Service Hall of Fame; Exemplary Civilian Service Award; Distinguished Service Award; and twice received the Federal Employee of the Year Award. In 2016, Dr. Sartor was recognized as one of five “Best of the Best” within Air University, by Lt Gen Roberson, AETC commander.

As a seasoned leader, Dr. Doris Sartor has always asked, “What needs to be done? and focused on “What can and should I do to make a difference.” She believes that leadership is making “That” difference, creating positive change, and getting things done.”