

BLACKS IN GOVERNMENT REGION IV STRATEGIC PLAN



**Communication Flow – Advocacy –
Financial Accountability - Membership**

“FLAGSHIP REGION”

Developed and Submitted to Region IV Executive Committee on 30 Sep 2020

Approved on xx Oct 2020



The FLAGSHIP Region

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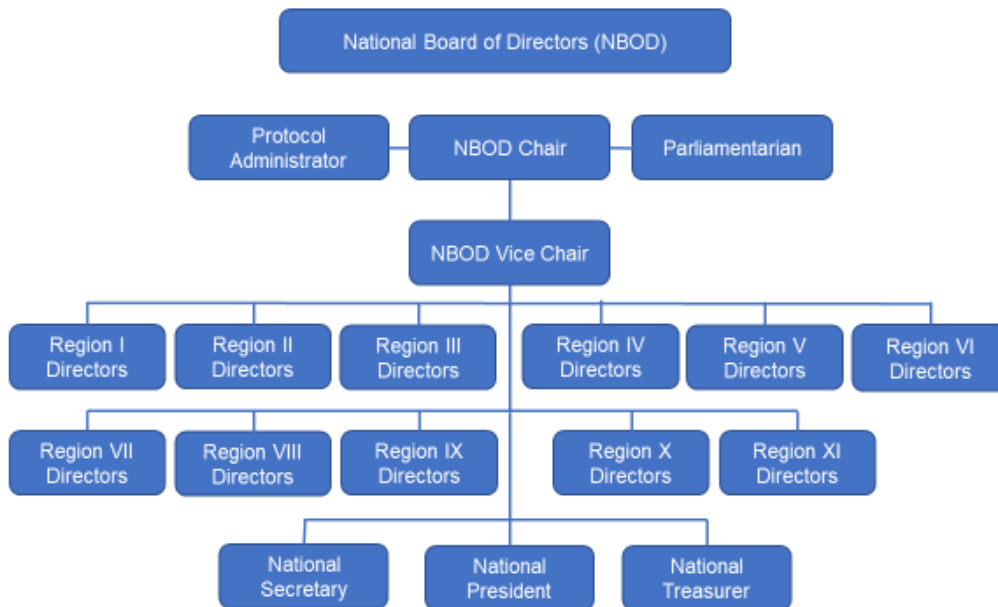
<https://www.regionivbig.com/>

<http://bignet.org/>

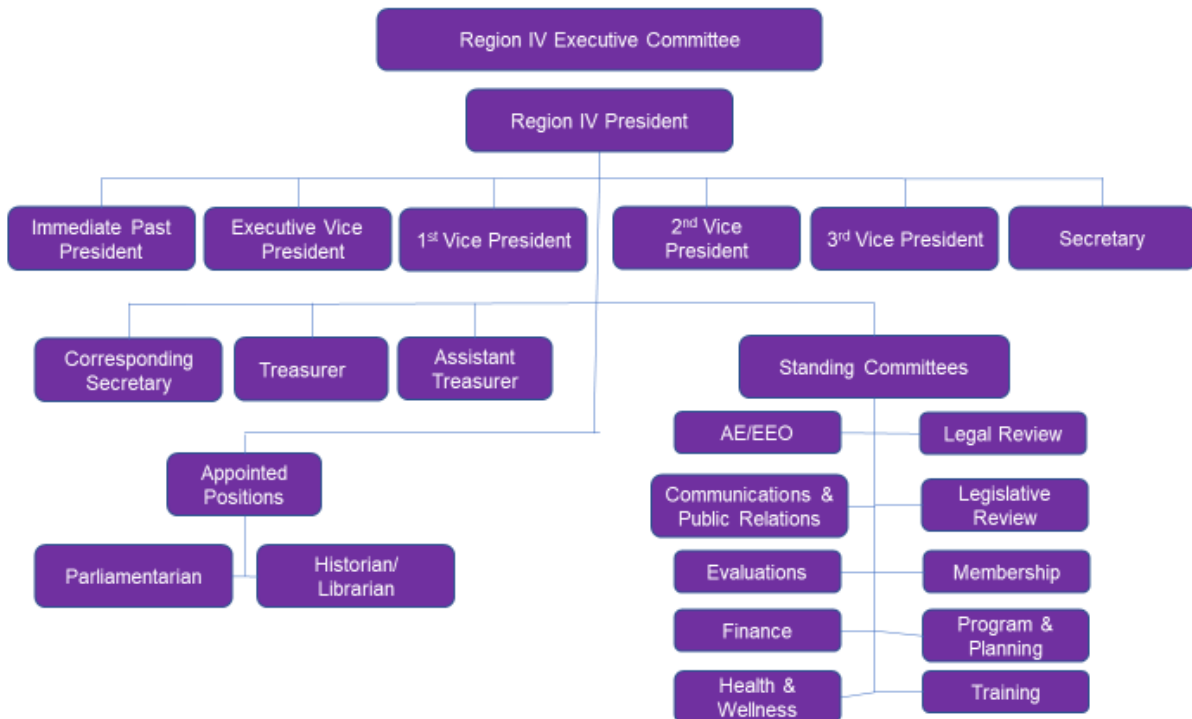
“Thank You For Thinking BIG”

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National Board of Directors Organization Chart



Region IV Organization Chart





REGION IV BLACKS IN GOVERNMENT
ALABAMA FLORIDA GEORGIA KENTUCKY MISSISSIPPI
NORTH CAROLINA SOUTH CAROLINA TENNESSEE



TO: Members of Region IV

FROM: Region IV Council President, Honorable Calvin Stevens

SUBJECT: Region IV Strategic Plan

I extend my appreciation and thanks to the Region IV Strategic Planning Committee for the development of our regional plan. This plan for use by the Executive Committee and Standing Committee Chairs; executed for 2020, will concentrate on four focus areas:

- 1) Communication Flow
- 2) Financial Accountability
- 3) Advocacy
- 4) Membership

Region IV Leadership will be using these four focus areas to hold Region IV membership accountable for reaching or exceeding the goals established in this plan.

We believe members should be afforded every opportunity to equitable access to jobs, education, advancement, housing, and health services.

To be responsible for achieving those goals established in Region IV's Strategic Plan requires participation at all levels of the organization. There is little to no room for failure if we are held accountable to the needs of our members.

The time is now to move forward in providing a positive framework for maximizing the participation of each member in Region IV in executing our Region IV Strategic Plan. Thank you for your commitment and continued support.

Region IV Strategic Planning Committee		
Committee Chair	Dr. Deborah A. McClanahan	CDC/ATSDR Chapter
Committee Member	Marieka Boyd	Raleigh Durham Area Chapter
Committee Member	Barrie Carpenter	Magnolia Chapter
Committee Member	Katie Course	Magnolia Chapter
Committee Member	Ruby Dunson	Okaloosa County Chapter
Committee Member	Ronnie Hawkins	Huntsville Madison County Chapter
Committee Member	Cardell Hunt	Kings Bay Area Chapter
Committee Member	Samuel “Sam” Manning	CDC/ATSDR Chapter
Committee Member	Dr. Vera McKethan	General Chappie James Chapter
Committee Member	Mazella Thomas	First Mississippi Chapter
Committee Member	Danny Wade	CDC/ATSDR Chapter

COMMITTEE RESPONSIBILITIES

“Develops Region IV Strategic Plan and oversees the implementation. Responsible for updating the plan as goals are met and new goals are established.”

COMMITTEE MESSAGE

The Strategic Planning Committee is pleased to release the Blacks In Government Strategic Plan for Fiscal Years 2020 through 2024. The Strategic Plan reflects a new strategy to address the shift in paradigm that has impacted BIG and the Federal, State and Local governments.

Economic restraints and a training program built on inclusion are paramount to the future of Blacks In Government. The success of our Strategic Plan depends on the daily efforts of approximately 850 dedicated members, located in 24 Chapters across the Southern states, working homogeneously to meet our goals and objectives. In creating the Strategic Plan, we sought the input of the representatives and all levels of the organization. As a result, the plan is a true reflection of our membership and all those who share an interest in the goals and objectives of BIG.

These lean budgetary times require BIG prioritizing its objectives and goals and being realistic in identifying strategies and setting results-based accountability measures. Thus, while this plan is forward-thinking, it assumes that Regional Training Conference (RTC) revenue and budgetary resources must be supplemented over the next five years, with additional funding provided from fundraising, grants and increased membership.

FOUR MAJOR FOCUS AREAS

Four focus areas underlie the Strategic Plan, as we have tried to address ways to make the organization more transparent and encourage Results-Based Accountability. *The focus areas are as follows:*

- Communication Flow**
- Advocacy**
- Financial Accountability**
- Membership**

Communication: It is critical to the successful execution of this strategic plan that communication is clear, open and transparent. Information must flow from our leadership to committee, from committee to committee and to all levels of the organization timely and with integrity.

Advocacy: Our advocacy role should define Blacks In Government as a World Class Training Organization focused on barriers and enhancements to career development and the eradication of racial discrimination by establishing a coordinated Government–Wide initiative to promote diversity and inclusion IAW Executive Order 13583.

Partnerships with Office of Personnel Management (OPM) and Equal Employment Opportunity Commission (EEOC) and other government agencies should be continued to share strategies and resources. As we redefine and strengthen our relationships with the agencies, Executive Order 13583 provides a common lexicon for chapters and agencies to engage in dialogue that addresses EEO statistical data indicating disparities in promotions, awards, details, disciplinary actions, hiring, retaining and firing of government workers as captured in Management Directive (MD) 715. We intend to establish a better rapport with all state and local governments to ensure these agencies comply with their respective laws and guidance when dealing with African American employees.

Finance: If this organization is to be fiscally responsible, it is imperative that the President, Treasurer and Finance Committee develop a Financial Plan that provides oversight for short- and long-range spending. All spending must be revenue driven and adhere to policy. Spending must be evaluated for efficiency and effectiveness. Budgets must be flexible, and spending managed by cost analysis. In order to maintain the intrinsic value of Blacks In Government, the President, Treasurer and Finance Committee should interact consistently to do cost analysis and provide data to the Region Executive Committee to make informed financial decisions.

Membership: It is a known fact that the most critical part of Blacks In Government is its members. Our focus should be to consistently retain and recruit members at the federal, state, and local levels. It is also our goal to clearly identify, implement, and communicate initiatives that will show the current and potential members the benefits of being an active member of BIG. Our attempt is to show the members and others that BIG can greatly improve the implementation of its programs, financial position, and advocacy efforts when we have an increasing and strong membership. Our belief is that “Membership is the backbone of our organization”.

RATIONALE FOR REVISION

The revision of the Strategic Plan is designed to enhance the natural nexus between Blacks In Government’s Purpose, Vision, Mission, Goals/Objectives, Programs, Strategies and aligns with BIG National Strategic Plan. It attempts to link us to our internal and external resources, stakeholders and

provide pathways and/or clearer alignments to achieve the organization’s vision, with a Results Based Accountability system. This system uses indicators that measure input, process, output and outcomes. These indicators can be identified for our programs, services, and initiatives. In pursuant of Blacks In Government Organization Policy and Procedures Manual Policy #2:14: Subject: Simplified Strategic Plan Reporting Requirements herein lies these revisions for identifiable reports and reporters, timelines, responsibilities and quantitative measures. These efforts will greatly assist us in reaching our goals of Equity, Excellence and Opportunity.

ORGANIZATIONAL DESCRIPTION

Blacks In Government® (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.

Purpose	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.
BIG Vision	Member focused, world class enterprise, recognized for excellence.
BIG Mission	Enable all present and future Black 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.
BIG Guiding Principles	<ul style="list-style-type: none"> • Be Accountable • Commit to Excellence • Act with Integrity • Take Responsibility • Work as a Team • Remain Loyal and Dedicated

GOALS AND OBJECTIVES

BIG functions as an employee support group, an advocacy group and a resource group for Black civil servants.

The stated goals are:

- I.** To be an advocate of equal opportunity for Black in Government.
- II.** To eliminate practices of racism and racial discrimination against Blacks in Government.
- III.** To promote professionalism among Blacks in Government.
- IV.** To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in Government.
- V.** To establish a mechanism for the gathering and dissemination of information to Blacks in Government.
- VI.** To provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in Government.

GOALS AND OBJECTIVES

Goal I: To be an advocate of equal opportunity for Blacks in government.

Strategies:

- a) Region IV **will** communicate with government agency officials (and all other employers) the purpose of BIG at least twice per year.
- b) Region IV **will** create events that would advertise and encourage all minorities to join BIG at the Regional and chapters levels.
- c) Region IV **will** examine the annual **OPM Report Card** on federal government and other agencies to compare the statistics to determine the trends of minority employees as it relates to recruiting, promotions, demographics, etc.

Goal II: To eliminate practices of racism and racial discrimination against Blacks in government.

Strategies:

- a) Region IV **will** meet with agency management officials to point out practices of racism and racial discrimination against Blacks (and other minorities) in government and offer solutions to eliminate unfair practices.
- b) Region IV **will** use the MD 715 reports to show patterns of racism and racial discriminatory practices at agencies.

Goal III: To promote professionalism among Blacks in government.

Strategies:

- a) Region IV **will** ensure the Regional Training Conference (RTC) creates and designs venues to offer its members a wide variety of professional development training.
- b) Region IV **will** ensure that obtaining and enhancing professional development training should be the goal of every employee in the public or private sector.
- c) Region IV **will** offer all its members the opportunity to become involved in some phase of professional development training on an annual basis.

Goal IV: To develop and promote programs which will enhance ethnic pride and educational opportunities of Blacks in government.

Strategies:

- a) Region IV **will** promote programs that emphasize ethnic pride to its members and to communities that value this Organization by having its own programs during Black History Month and by supporting other Black History Month programs.
- b) Region IV **will** promote ethnic pride by providing information using pamphlets and brochures at the RTC and other programs BIG sponsors about its own rich history, its members, and the challenges that BIG has faced to advocate equal opportunity in the workplace.
- c) Region IV **will** monitor and track government members who complete **the Darlene H. Young Leadership Academy** and may opt to serve as a Mentor at the Regional and Chapter levels.

Goal V: To establish a mechanism for the gathering and dissemination of information to Blacks in government.

Strategies:

- a) Region IV **will** gather and disseminate information by using various tools i.e., email & all other electronic communication venues to keep BIG members informed on issues and activities that impact government employees.
- b) Region IV **will** develop methods to evaluate the quality of information received by its members.

Goal VI: To provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in government.

Strategies:

- a) Region IV **will** stay informed about legislative affairs that are important to its members and reports that may be at various stages of approval; and communicate the impact that certain legislative documents would have on public policy that affect BIG members.
- b) Region IV **will** emphasize voter education, voter registration, and the need to get out and vote in record numbers.
- c) Region IV **will** assist with organizing those activities independently and with other organizations.

Communications Flow Focus Area

Audience	Deliverable	Timeline	Description	Delivery Method	Owner
Region IV Leadership	Announcements/ Emails	As Needed	Lessens the confusion of emails coming from numerous sources	Email, Website, Newsletter	Region IV President/Secretary
	Meetings w/Chapter Presidents	Monthly	Informs and involves the Chapter Presidents	Teleconference or Video	Region IV President
	Council Meetings	Spring & Fall Meeting	To gather and conduct the business of BIG	In Person, Video, Teleconference	Region IV President
Standing/ Special Committee	Committee Meetings	Quarterly or As Needed	To ensure committee members are informed of what is needed	In Person, Video, Teleconference	Committee Chair/Members
	Reports	As Needed	To address action items	Website, Council Meetings	Committee Chair/Members
	Reference Documents	As Needed	To aide Regional leadership with updating reference documents	Policies & Procedure Manual	Committee Chair/Members
Chapter Leadership	Chapter Reports	Quarterly; Semi-Annually	To educate Region IV on Chapter activities	Post on Website, Share at Council Meetings	Chapter President/ VP/Historian
	Chapter Meetings	Monthly	To share information of Chapter activities and/or address action items	Calendar Invites, Teleconference, Video	Chapter President/VP
	Announcements	As Needed	To send all announcements referencing BIG activities or information	Email, Discuss at Meetings	Chapter President/VP
Chapter Member	Chapter Meetings	Monthly	Attend meetings to obtain information and receive help as needed	Teleconference or Video	Chapter Member
	Reference Documents	Quarterly or As Needed	Review documents to ensure you are aware of and following BIG's procedures	By-Laws, Constitution, Policies & Procedures Manual	Chapter Member
	Surveys	As Needed	To quickly obtain member's feedback on programs, activities, and information	Survey	Chapter Member

Objectives of Strategic Communications Flow Focus Area:

1. To ensure information is communicated in a clear, open, and transparent manner.
2. To ensure the communication flows from leadership to committees, committees to committees, and to all levels of the organization inclusive of its members.

Goals of Region IV Communications Flow Focus Area:

1. Institute a process for the Regional President to attend Chapter programs or meetings.
2. Establish mechanism to brainstorm on issues.
3. Revamp methods to evaluate the quality of information received by the membership.
4. Establish process to promote greater awareness of BIG's programs among its members.
5. Establish a process to explain Officer and Committee Member roles at the Regional and Chapter level.
6. Continue to improve the Regional and chapter websites for optimum functionality and content.

Advocacy Focus Area

	2020	2021	2022	2023	2024
Goal 1. Advocate via BIG programs.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Objective 1.1: Communicate with government agency officials (and all other employers) the purpose of BIG and provide information on our advocacy programs at least on a quarterly basis. This communication can be done via letters, meetings, events, emails, and other forms of media. The advocacy programs are on Appendix A (SWOT) Strengths of this plan.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Objective 1.2: Examine the annual OPM Report Card on federal government and other agencies to compare the statistics to determine the trends of minority employees as it relates to recruiting, promotions, demographics, etc.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Goal 2. Eliminate practices of racism and racial discrimination against Blacks in Government at the federal, state, and local levels. The BIG programs to address this goal are on Appendix A (SWOT) Strengths of this plan.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Objective 2.1: Strengthen procedures to eliminate discrimination in the workplace by meeting with agency management officials to point out practices of racism and racial discrimination against Blacks (and other minorities) in government and offer solutions to eliminate unfair practices.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Objective 2.2: Use the MD 715 reports to show patterns of racism and racial discriminatory practices at agencies and to ensure that managers and supervisors are evaluated on their efforts to support equal employment opportunity.	Semi-Annually	Semi-Annually	Semi-Annually	Semi-Annually	Semi-Annually
Objective 2.3: Ensure procedures for effective coordination between the agency's EEO office and related agency human resource programs and other programs. Chapter and Regional EEO Chairs will report to the NEC AE/EEO chair of the effectiveness of the programs. on Appendix A (SWOT) Strengths.	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

Financial Accountability Focus Area

Overview: Region IV recognizes that members are both the most valuable resource and the key to accomplishing the objectives provided in the Blacks In Government (BIG) Constitution. The Region must remain committed to ensuring that the programs and initiatives are fully funded. Financial planning, budgeting, and forecasting require chapters to be agile, with the ability to respond quickly to new financial opportunities or threats. Success requires the ability to set financial goals, combined with the ability to monitor performance continually and update planning assumptions and resource allocations periodically using active planning techniques. Well-defined financial goals serve as the foundation for establishing effective financial processes. The Region's financial pillars will focus on three areas:

1. Financial Stability
2. Financial Resources
3. Corporate Sponsorship

Pillar 1: Financial Stability

Objective 1: Maintain and execute an effective accountability structure.

Actions:

1. Develop and document a structure that clearly defines all areas of responsibility.
 - a. Make sure that Chapters understand what is expected of them.
 - 1) Financial Audits
 - 2) Annual EZ-990 Compliance Filing
 - 3) Membership Support (dues/assessments)
 - b. Outline whom to contact or what action to take if problems arise, such as a person of higher authority attempting to override compliance.
2. Provide sufficient training to Chapters on completing the reporting tasks successfully.

GOAL: Arrange training for Chapters at least two times during the year; one before Form EZ-990s are due and one in the fall on developing a budget.

Pillar 2: Financial Resources

Objective 2: Secure enough financial resources to meet operating expenses and implement programs that support the goals and objectives of BIG.

Actions:

1. **Budgeting/Spending:** Document policy and procedures to provide chapters an understanding of the dynamics of revenue-generating activities and expenses required.
Action: Determine the amount of money needed for expenses projected, balance against static income, then plan how long it will take to reach each financial goal. Develop a financial goals chart to begin the process.

GOAL: Maintain a record of funding’s current and future state.

Line Item	2020	2021	2022	2023	2024
Administrative Cost					
Program Funding Amount					
Regional and Chapter Training Cost					
Regional Training Income					
RTC President Discretionary Funds Available					
Savings Incurred					
Membership Dues Paid					

**This chart is not all inclusive*

2. **Saving/Investing:** Create a financial account that generates enough interest each year to fund region/chapter activities that support BIG’s goals and objectives.

GOAL: Secure an interest-bearing account that will fund at least 5% of the budget.

3. **Fundraising (Regional/Chapters):** Create a database of possible fundraising activities: (i.e., applying for grants, holding events such as balls, auctions, raffles, and sporting events).

GOAL: Increase regional fundraising to account for 20% of the annual budget.

Pillar 3: Corporate Sponsorship

Objective 3: Leverage corporate sponsorships to increase revenue and develop relationships with prospects that align with BIG’s mission and purpose.

Actions:

1. **Increase Corporate Sponsors Partnerships:** Research companies with a strong presence within your community and identify those with a commitment to your organization’s cause. This can include:
 - a. Corporations headquartered in the Region
 - b. Branches of large companies
 - c. Local businesses

d. Local sports teams

GOAL: Increase corporate sponsorships to fund 20% of the annual budgets. Develop a website that makes it easy for donors to interact with the region.

2. **Increase BIG Member Donor Opportunities:** Increase participation of BIG members in BIG's member Donor initiative. Develop marketing plan to encourage BIG members to sponsor certain BIG activities or programs at various levels. Highlight the benefits to the members at various levels.

GOAL: Buildup BIG member donations by 10%.

Membership Focus Area

Membership will focus on increasing members from the Federal, State, and Local Government by Recruitment, Retention and Benefits.

Recruitment:

1. Region IV President and Region IV Membership Chair
 - Will welcome all new members via a virtual platform and conduct a Meet and Greet every six months.
 - Review goals and objectives of BIG.
 - Share any events, activities, EEO issues and any other positive role of the National Officers.
 - Invite state and local employees (encourage members to invite their family members within the state and local agencies).
2. Chapters should sponsor a meet and greet event for former members within their city or agency. (Chapter discretion)
 - Review goals and Objective of BIG.
 - Share any events, activities, EEO issues and any other positive role of the National Officers.
 - Invite state and local employees (encourage members to invite their family members within the state and local agencies).
3. Chapters should receive and review the **At Large member roster** from National Office twice a year, to extend an invitation for those members to join a chapter in their city or agency.
4. Increase visibility within the community and agencies, such as NAACP, Divine 9 and other Civic organizations etc.

Recruitment Incentives:

1. Offer New Members some type of discount from BIG's organization established corporate sponsors. (Such as; GEICO, BC&BS etc.)
2. Chapters should offer some type of incentive to new members. (Such as; BIG pins/pens, Chapter shirts etc.)
3. Offer incentives for new chapter start-up.
Win, Win for businesses and recruit new members.

Retention:

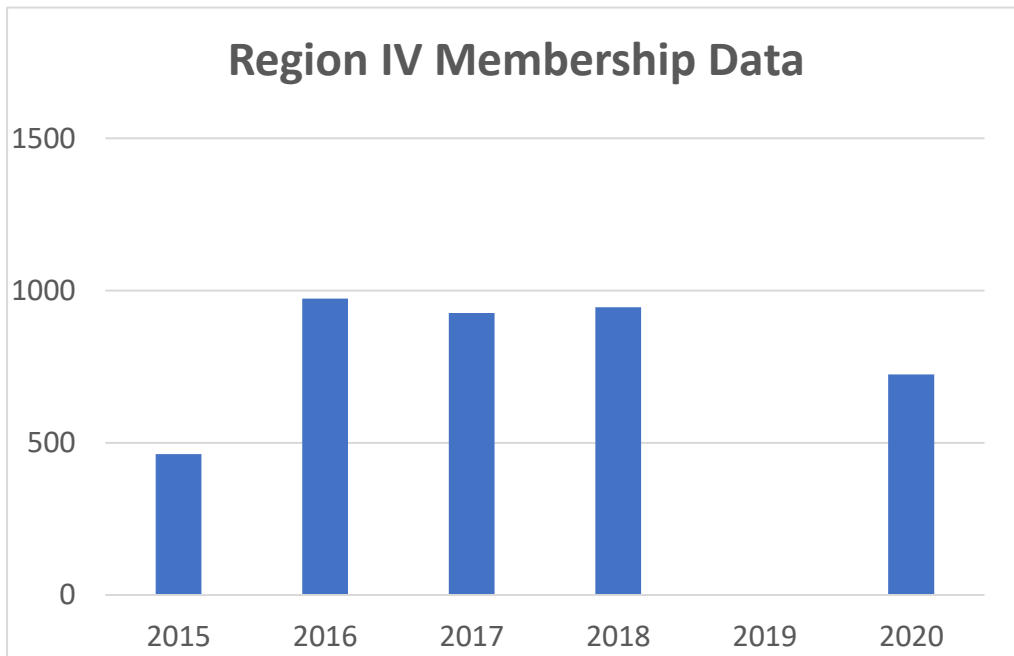
1. Region IV Membership Chairperson should monitor the rosters for each chapter to correspond with the chapter membership chair. This will avoid any discrepancies problems and assessment that are due by March 31st of each calendar year.
2. Region IV Membership Chairperson should form a committee to help monitor chapter membership and address any issues.
3. Chapter Membership Chairperson within Region IV should report on a quarterly basis to Region IV Membership Chairperson to monitor membership status.
 - The data will identify declining membership within the chapters as well as the Region.
 - The data will enable accurate membership status quarterly instead of once a year for due's

assessment.

4. Chapter's Membership Chairperson should send notices to members whose dues are expected to expire within 60 days. (most members are not aware when their dues will expire).
5. Region IV Membership Chair should host meetings every quarter with each Chapter Membership Chair for status of members. (This will help to curtail chapter going inactive).
6. Chapters should offer an incentive. (Such as; Registration for Region Training Conference (RTC), BIG pins, shirts etc.)

Benefits To The Members:

- Professional Development Training (Chapter's workshops, Region Training Conference (RTC) and National Training Institute (NTI));
- Delegate Assembly (policy making participant);
- Legislative Updates;
- EEO Assistance;
- Support within the Chapter, Region, and National levels;
- Various resource programs that are available for Members (review on the website);
- Region IV and Chapters should offer incentives. (Such as; Registration for Region Training; Conference (RTC), Discount on National Training Institute (NTI) Registration, BIG pins, shirts etc.); and
- Offer New Members some types of discount from BIG's organization established corporate sponsors. (Such as; GEICO, BC&BS etc.).



Year	Members
2015	463
2016	974
2017	926
2018	945
2019	
2020	724

APPENDIX A: SWOT

THE OPERATION OF BLACKS IN GOVERNMENT

STRENGTH, WEAKNESSES, OPPORTUNITIES, AND THREATS

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> ➤ FINANCIAL ACCOUNTABILITY ➤ MEMBERSHIP ➤ AMONG LARGEST NATIONAL REGIONS ➤ LOCATION ➤ PROFESSIONAL SKILLSETS ➤ VOLUNTEERISM 	<ul style="list-style-type: none"> ➤ VERTICAL AND HORIZONTAL COMMUNICATION ➤ LIMITED REVENUE SOURCES ➤ HOTEL ATTRITION ➤ CONTROLLING COST ➤ INEFFECTIVE FUTURE PLANNING ➤ REGION TRAINING CONFERENCES ➤ REGIONAL COUNCIL MEETINGS ➤ YOUTH COMPETITIONS (STEM/TIC PROGRAM) ➤ FLAG PROGRAM ➤ EFFECTIVE PROFESSIONAL DEVELOPMENT TO MEMBERS AND OTHERS ➤ CHAPTER WORKSHOPS AND TRAINING INITIATIVES ➤ EFFECTIVE YOUTH DEVELOPMENT ➤ MEMBERSHIP PROGRAMS ➤ OFFICER LEADERSHIP TRAINING ➤ ADVOCACY PROGRAMS ➤ ATTORNEY REFERRAL ➤ COMPLAINT ADVISORY ASSISTANCE ➤ DISCRIMINATION AWARENESS PROGRAM (DAP) ➤ OUTREACH TO HBCU'S
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> ➤ INCREASE MEMBERSHIP FROM ALL FEDERAL AGENCIES, STATE AND LOCAL GOVERNMENTS ➤ HOST CHAPTER MEMBERSHIP DRIVES ➤ INCREASE CORPORATE SPONSORSHIP ➤ INCREASE BIG'S VISIBILITY IN HBCU'S AND EDUCATIONAL INSTITUTIONS ➤ SEEK AVAILABILITY OF GRANTS ➤ INCREASE YOUTH USE OF STEM ➤ INCREASE VISIBILITY ON ISSUES INVOLVING RACIAL CONCERNS IN FEDERAL, STATE AND LOCAL GOVERNMENT ➤ IMPROVE TECHNOLOGY USEAGE ➤ INCREASE BIG'S VISIBILITY AMONG SMALL BUSINESSES AND ORGANIZATIONS THROUGHOUT REGION IV 	<ul style="list-style-type: none"> ➤ REDUCTION OF GOVERNMENT FINANCIAL SUPPORT ➤ REDUCTION OF FINANCIAL SUPPORT FROM CORPORATE SPONSORS ➤ A NEGATIVE IMAGE OF BIG AMONG FEDERAL, STATE, AND LOCAL GOVERNMENT EMPLOYEES ➤ A NEGATIVE IMAGE OF BIG AMONG THE COMMUNITY ➤ REVOCATION OF CHAPTERS ➤ LOSS OF MEMBERS ➤ LACK OF GENERATION DIVERSITY

Development History

Date of Revision	Description	Author
Apr 24, 2020	Strategic Planning Chair Appointed by Regional President, Approved by Region IV Executive Committee	Dr. Deborah A. McClanahan
Apr-25 - Jun 3, 2020	Call for Committee Members	Dr. Deborah A. McClanahan
Jun 11, 2020	Inaugural Strategic Planning Committee Meeting	Dr. Deborah A. McClanahan
Jun 16, 2020	Advocacy Focus Group Meeting	Danny Wade Katie Course
Jun 24, 2020	Membership Focus Group Meeting	Cardell Hunt Ruby Dunson
Jun 24, 2020	Strategic Planning Committee Meeting w/ BIG National Strategic Planning Chair Mr. Melvin Porter	Dr. Deborah A. McClanahan Mr. Melvin Porter
Jun 25, 2020	Communications Flow Focus Group Meeting	Marieka Boyd Ronnie Hawkins Sam Manning
Jun 30, 2020	Membership Focus Group Meeting	Cardell Hunt Ruby Dunson
Jul 8, 2020	Communications Flow Focus Group Meeting	Marieka Boyd Ronnie Hawkins Sam Manning
Jul 8, 2020	Membership Focus Group Meeting	Cardell Hunt Ruby Dunson
July 27, 2020	Financial Accountability Focus Group Meeting	Dr. Vera McKethan Mazella Thomas
Aug 11, 2020	Communications Flow Focus Group Meeting	Marieka Boyd Ronnie Hawkins Sam Manning
Aug 12, 2020	Strategic Planning Committee Meeting	Dr. Deborah A. McClanahan
Aug 12, 2020	Financial Accountability Focus Group Meeting	Dr. Vera McKethan Mazella Thomas
Sep 2, 2020	Strategic Planning Committee Meeting	Dr. Deborah A. McClanahan
Sep 2, 2020	Financial Accountability Focus Group Meeting	Dr. Vera McKethan Mazella Thomas
Sep 8, 2020	Strategic Planning Committee Meeting	Dr. Deborah A. McClanahan
Sep 15, 2020	Strategic Planning Committee Meeting	Dr. Deborah A. McClanahan
Sep 16, 2020	Strategic Planning Committee Meeting w/ Region IV President	Dr. Deborah A. McClanahan
Sep 29, 2020	Strategic Planning Committee Meeting w/ Region IV Chapter President's	Dr. Deborah A. McClanahan



CONTINUALLY EVOLVING