

## REGION IV BLACKS IN GOVERNMENT 2023 BYLAWS AMENDMENT FORMAT

CURRENT BYLAWS WORDING	PROPOSED CHANGES	PROPOSED WORDING AFTER CHANGE	RATIONALE
<i>Reference the Article, Section, and paragraph as it reads in the current Bylaws.</i>	<i>Indicate what wording is to be revised, deleted, renumbered, or changed in some way.</i>	<i>Include the new wording to show the way the proposed change will read.</i>	<i>Provide rationale as to why you feel this change will improve the organization.</i>
<p><b>Article IX, Duties of Standing Committees, Section 6. Membership.</b> The Membership Committee shall develop a comprehensive and ongoing general program for the Region addressing chapter formation, recruitment, and accountability of all regional chapter members.</p>	<p>Add additional wording at end of duties to read as follows: The committee shall monitor the status of all chapters to ensure they are eligible to remain on national and regional rosters. This shall be coordinated with the Region IV Assistant Treasurer who is responsible for reporting on the status of paid-up chapters.</p>	<p>The Membership Committee shall develop a comprehensive and ongoing general program for the Region addressing chapter formation, recruitment, and accountability of all regional chapter members. The committee shall monitor the status of all chapters to ensure they are eligible to remain on national and regional rosters. This shall be coordinated with the Region IV Assistant Treasurer.</p>	<p>Due to the decline in the number of active chapters in the region because or revocation of their charter by National BIG, there is a need to have a monitoring process to point out chapters that may be in danger of the Region IV Council recommending to Directors to request their suspension or revocation to the National Board of Directors of BIG. The Council needs to be aware of these chapters and what type of problems they are having that is not in compliance with Region IV Bylaws and the National Constitution that would cause such a recommendation to take action. The Membership committee is responsible for developing a program addressing accountability of all regional chapters, therefore this amendment will expound on specifics duties of this committee. The Assistant Treasurer should not solely be responsible for monitoring inactive chapters but can assist in developing a program/plan to track chapters that may be in trouble or in danger of chapter revocation.</p>
<p><b>Submitted by:</b>  <b>POC: Mary Peoples</b>  <b>Date: 4 April 2023</b></p>			

**NOTE: Be sure to address all sections of the Bylaws that are affected by the amendment. This may require more than one amendment.**

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<b>Article IX, Section 8. Affirmative Employment/Equal Employment Opportunity Committee (AE/EEO).</b> The Affirmative Employment/Equal Employment Opportunity Committee shall work with the National AE/EEO committee to monitor and develop programs to address areas of concern of Black government employees including rates of hiring and firing; promotions; training; details; distribution of authority and responsibility; adverse action; awards; merit pay; disciplinary actions; and will also monitor all issues/matters referring to affirmative action and assist in developing BIG's position on issues impacting on advancement and employment opportunities of Blacks In Government.	Revised wording: The Affirmative Employment/EEO committee shall develop programs to address issues of employment discrimination raised by BIG members; shall review/monitor Federal agencies annual EEO Program Status Reports to the EEO Commission to ensure compliance with EEO Management Directive 715 and the goal of achieving a Model EEO program; shall provide statistical feedback to the organization on the annual Federal Equal Opportunity Recruitment Program Report. The committee will monitor all matters pertaining to affirmative action and work to assist in developing BIG's position on any legislation or regulations impacting on advancement and employment opportunities of Blacks in government.	The Affirmative Employment/EEO committee shall develop programs to address issues of employment discrimination raised by BIG members; shall review/monitor Federal agencies annual EEO Program Status Reports to the EEO Commission to ensure compliance with EEO Management Directive 715 and the goal of achieving a Model EEO program; shall provide statistical feedback to the organization on the annual Federal Equal Opportunity Recruitment Program Report. The committee will monitor all matters pertaining to affirmative action and work to assist in developing BIG's position on any legislation or regulations impacting on advancement and employment opportunities of Blacks in government.	This change will align the duties of this committee with duties stated in the National BIG Constitution. Prior duties listed were never changed when the national constitution was amended.
<b>Submitted by: Mary Peoples</b> <b>POC: Mary Peoples</b> <b>Date: 5 April 2023</b>			
<b>Tip #1: Do not put more than one proposed amendment on a page.</b>	<b>Tip #2: If it is long, try not to have a proposed amendment drag over to a second page.</b>	<b>Tip #3: Use table format in MS Word or WordPerfect.</b>	<b>Tip #4: Continue typing, the boxes will remain even and expand automatically.</b>

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<p><b>Article XII. Chapter Reporting Requirements. Section 2.</b>            Chapters who fail to report to the Regional Council for two (2) consecutive meetings shall be notified by the Executive Committee. Chapters who fail to report on two (2) consecutive requests from the Executive Committee or the Regional Council, shall be notified by the Executive Committee of pending disciplinary action. The Regional Council shall determine the disciplinary action.</p>	<p><b>Second sentence to be revised as follows:</b> <i>Chapters who fail to file a report after two (2) consecutive requests from the Executive Committee, shall be notified by the Executive Committee or Regional Council of a pending disciplinary action. The Regional Council shall declare any or all the Chapter offices vacant and order a new election.</i></p>	<p><b>Section 2.</b> Chapters who fail to report to the Regional Council for two (2) consecutive meetings shall be notified by the Executive Committee. Chapters who fail to file a report after two (2) consecutive requests from the Executive Committee, shall be notified by the Executive Committee or Regional Council of a pending disciplinary action. The Regional Council shall declare any or all the Chapter offices vacant and order a new election.</p>	<p>Current bylaws do not address the consequences of chapters failing to consistently file chapter reports in accordance with Region IV bylaws which states that they shall file reports for each council meeting in a year (two reports in a year). Some chapters fail to meet this requirement and nothing is done. This change will expound on the specifics of the type of disciplinary action to be taken by the Executive Committee or Regional Council for failure of chapters to file their reports if they are an active chapter. Our bylaws need to state the type of disciplinary action to be taken. Failing to file chapter reports is in violation of the Region IV Bylaws which can put the chapter in jeopardy of losing its charter at some point.</p>
<p><b>Submitted by: Mary Peoples</b>  <b>POC: Mary Peoples</b>  <b>Date: 5 April 2023</b></p>			
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