



BLACKS IN GOVERNMENT

STRATEGIC PLAN



2006 - 2011

COMMITTED TO EQUITY, EXCELLENCE & OPPORTUNITY



OUR BEGINNING

- ✦ FOUNDED IN 1975
- ✦ SEATED FIRST NATIONAL BOARD AND EXECUTIVE COMMITTEE IN 1980
- ✦ DEVELOPED FIRST PLANS FOR GROWTH IN 1980
- ✦ ESTABLISHED CHAPTERS AND REGIONAL COUNCILS IN 1981



OUR JOURNEY

- ✦ FIRST STRATEGIC PLAN IN 1990
 - INITIATED NEW PROGRAMS
 - EXPANDED MEMBER SERVICES

- ✦ SIMPLIFIED STRATEGIC PLAN IN 1999
 - IMPROVED ADMINISTRATIVE MANAGEMENT
 - ENHANCED CONFERENCE EXECUTION

- ✦ STRATEGIC PLAN 2020 (developed in 2003)
 - DEFINED VALUES
 - ESTABLISHED CONCRETE VISION



MISSION

BIG enables 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.



VISION

Member focused, world class enterprise,
recognized for excellence.



GUIDING PRINCIPLES

- ✦ Be Accountable
- ✦ Commit to Excellence
- ✦ Act with Integrity
- ✦ Take Responsibility
- ✦ Work as a Team
- ✦ Remain Loyal and Dedicated



GOALS

- Address issues that affect local, state, and federal government employees
- Champion best business practices at all organizational levels
- Establish our presence in a global environment
- Maintain state-of-the art infrastructures
- Seek partnerships, coalitions, and corporate sponsors that support our mission



Goal 1

Address issues that affect local, state, and federal government employees

- Increase membership services and programs
- Empower chapters and regions to do more outreach to local and state constituents
- Increase access to various local and state officials and organizations



Goal 2

Champion best business practices at all organizational levels

- Identify and implement major secondary funding streams.
- Employ and develop a professional staff that is customer focused and accountable.
- Implement a constitution that addresses the future business needs of the organization.
- Cultivate an enterprise-wide understanding of Blacks In Government, Inc.



Goal 3

Establish our presence in a global environment

- Maximize use of internet
- Conduct major marketing campaigns



Goal 4

Maintain state-of-the-art infrastructures

- Increase connectivity between chapters and regions
- Leverage new technologies into key business process areas



Goal 5

Seek partnerships, coalitions, and corporate sponsors that support our mission

- Build relationships
- Obtain resources to include in-kind services and contributions
- Engage in information sharing that impacts policy and regulatory changes