



## Blacks In Government®

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TO: Committee on Government Reform  
U.S. House of Representatives  
B349A Rayburn House Office Building  
Washington, DC 20515

FROM: Darlene H. Young  
National President  
Blacks In Government

DATED: April 3, 1008

SUBJECT: National President - Testimony Senior Executive Service Diversity Assurance Act” (HR 3774 and S.2148) for the House Subcommittee on the Federal Workforce, Postal Service and the District of Columbia and the Senate Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia

Please let me begin by “Thanking” the Honorable Congressman Danny K. Davis and Senator Daniel K. Alaka for having the foresight to develop and create the current Legislation that would ensure that African Americans, Hispanics, Asians, Native Americans and Women will have an opportunity to serve our government at the highest level in the Senior Executive Service (SES).

Blacks In Government is one of several organizations that participating in providing comment for the development of the legislation. On July 23, 2007, Blacks In Government made the following recommendations for the Senior Executive Service Diversity Assurance Act:

- (1) that all SES selection committees be comprised of at least one minority and one woman and that they appoint such members from sources outside the agency when they are not available within the agency
- (2) that all SES selection committees refer not more than three (3) qualified candidates to the selecting official(s) for each vacancy filled
- (3) that all Executive Resources Boards (ERBs) be comprised of at least one minority and one woman and that the agency will appoint such members from outside their agency when a minority and/or woman is not available within the agency
- (4) that all OPM SES demographic data specify the distribution of men and woman within each racial/ethnic grouping
- (5) that OPM maintain a data base of SES certified candidates and insure that all selecting committees have intranet access to this information.
- (6) that all SES selection committees be required to certify that they have at least reviewed this data file when considering candidates outside of their respective agencies
- (7) that OPM establish an organizational entity to conduct diversity oversight responsibility for all of the aforementioned and for other such activities deemed necessary to achieve diversity goals and objectives

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**“Thank You For Thinking BIG”**

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The recommendations were incorporated in the current legislation. BIG is very comfortable with the Bills and look forward to the passage of the Bills. This will make our government leadership look like America which is a representation of all Americans and ethnicities.

We have a pool of minorities in the pipeline that are currently certified by OPM and qualified to step up and serve our Nation as Senior Executive Service Leaders. These bills are much needed and Blacks In Government is waiting the day of the passage of these bills. To change the proposal Legislations would suggest that minorities would continue to be underrepresented in our senior leadership of our government. In essence not passing the bill would state that the status quo would be maintained and that is unacceptable to BIG. It saddens me that on the eve of Dr. Martin Luther King's Death which we as Americans are about to celebrate 40 years after his passing that we are still fighting for justice and fairness in the workplace. When will the dream be truly alive in all facets of life?

Thank you for giving Blacks In Government an opportunity to reaffirm our support for Senior Executive Service Diversity Assurance Act" (HR 3774 and S.2148). Again BIG waits ready to celebrate the passage of these Bills.

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Please contact our National Legislative Chair, Ronald Mathis for additional information or action. He may be reached at (908) 406-4817-cell or at (732) 752-3588; ron.mathis@bignet.org.