

## National Guard Bureau

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Tuskegee University – Established in 1881



Saint Edward's University – Established in 1878

# Minority College Outreach Program

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## Summary Report 2011



Hampton University – Established in 1868



Lincoln University – Established in 1854



Haskell Indian Nations University –  
Established in 1884

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It is an honor to reflect back on the previous year of Minority College Outreach events and activities. There is always much to celebrate regarding the accomplishments of the guard members and the states, however there have been some disappointments. There is always much gratitude to extend to our partners, friends and all those who help us accomplish the NGB-DIV/SEP mission.

We were engaged through our recruiting, youth track training sessions, professional development training sessions, and leadership development training sessions in outreach events at national training conferences and award recognition programs with: Federally Employed Women; Blacks in Government; National image, Inc. Federal Asian Pacific American Council, League of United Latin American Citizens. and the NAACP. These are 1/8 of the outreach events where the Guard would receive the bang and marketing exposure.

What is the Model for Success within the National Guard's Minority College Outreach Program? Is it the numbers we have of minorities in the pipeline regardless of the rank or grade or is it the look of the communities in which we serve? The roles of Minority Serving Institutions (MSI's) that are outlined in this report have proven success in developing leaders, doctors, engineers, educators, and the list goes on.

It is imperative that the NGB take the time to seriously engage and apply resources to form collaborative partnerships with these institutions as they have much more to offer that has been perceived in the past. If the National Guard is to remain competitive and as an employer of choice..one that is fair and equitable to all, we must look at these institutions of higher learning for our talent pool. We have missed the mark in the Science, Technology, Engineering, and Math (S.T.E.M.) discipline.

Again...this report, the first one exists as something of a outline of what must be done in order to move to the all inclusion of Diversity.

## MINORITY COLLEGE OUTREACH PROGRAM REPORT

The Minority College Outreach Program (MCORP) is a part of Special Emphasis Programs that was established as part of the overall Affirmative Employment Program (AEP) within the National Guard Bureau's Office of Equal Opportunity. Within the context of the Federal Merit System, the program emphasizes the enhancement of employment and advancement opportunities for minorities, women, and persons with disabilities.

It is important to note for this report that "Special Observances", particularly those that focus only on entertainment or leisure for those in attendance, are *NOT* related to employment and should, therefore not be considered Special Emphasis Programs that lead to effective outreach efforts...this is a fine line that must be kept clear at all times.

An important measurement of any program is its results. Therefore the Outreach efforts of the National Guard Bureau's MCOPR has a focus on improvements in positions available to underrepresented groups, retention of these groups and promotions and opportunities of minorities and women in all occupations and grade levels. These efforts are accomplished through the following vehicles:

- Recruitment Strategies
- Career Development Programs
- Mentoring Programs
- Community Partnerships
- Educational Collaborations
- Partnership Activities
- Interactive Forums (Training and Info. Sharing)







### **Cross-System Collaboration... "Identifying partners and defining common goals"**

In order to have the National Guard message delivered to the public, a strategy was developed to incorporate the offices of Army recruiting, Air recruiting, Public affairs, Protocol, state outreach personnel, community leadership and senior leadership involvement.

There are policies and guidance in place that promote the development of multiple education pathways that have been found to be a critical component of a system that supports young people obtaining a degree leading to a formidable career. Within the NG's outreach program, stakeholders must consider the key policies and guidelines within the ARMY and AIR recruiting and retention divisions and how this division supports the entire "Outreach Program"

Cross-System collaboration across youth-serving systems, can help make the most of limited resources, i.e. space, funding and staff if required. And help ensure youth service and information gaps are filled, creating more cohesive systems for effective outreach.

We linked initiative with national, regional and local minority organizations. Emphasis was placed on recruiting efforts by the Army NG within the Native American and Hispanic communities. Visibility was placed within the Historically Black Colleges and Universities (HBCU), Hispanic Serving Institutions (HSI), Tribal Colleges (TCU), and other Minority Serving Institutions (MSI). The overview of each of these educational partners is outlined on the next page.

While the NGB has several youth and mentoring programs, we have not worked with the STAR-BASE program. Since this program is primarily for students in the fifth grade levels and is aimed at improving math and science skills, the Mobile Training Unit designed for this function is not utilized to not only promote the intra- working of the Guard, but to develop our youth in the S.T.E.M. field. The goal is to utilize the Mobile Training Unit and adopt a local Middle school to showcase this advanced technology requirement of the Department of Defense...and the NGB. Collaborations between the local military units, schools, and surrounding communities enhance and strengthen the program.

Working with the Youth ChalleNGe program, the "premier" At Risk program state the Adult Youth Policy Forum, is a program that we used to expose the cadets to outreach affinity programs within the states and territories. These young men and women have shown great courage in wanting to continue in the Second Chance effort of their life. The team from Seattle Washington supported the FAPAC conference and spent time with a Naval Flag Officer...they were given an assignment to write about that experience and submit it to Ms. Ray-Morris...ALL, I repeat..ALL cadets who attended submitted this assignment in the time required and did so in an exceptional manner. This is Outreach..this is support...this is MENTORSHIP!



President Obama signs Presidential Executive Order strengthening the long-standing White House Initiative on HBCU's

## Minority Colleges

*“Cast the net wide: Recruitment outreach efforts should target a wide variety of academic, professional and community organizations for the most talented and qualified persons in diverse groups.”*

**-Jacqueline Ray-Morris**

Presidential Executive Orders have been issued for federal agencies to increase access and opportunities for Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges and Universities (TCUs), and Asian American and Native American Pacific Islanders (AANAPIs).

**Historically Black Colleges and Universities** - An HBCU is an accredited historically black college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans although students of all ethnicities attend HBCUs.

There are over 100 accredited HBCUs.



*Minority Serving Institutions are institutions of higher education in the United States and its territories that serve a significant percentage of minority students.*

Presidential Executive Orders have been issued for federal agencies

**Tribal Colleges and Universities** - Tribal Colleges

and Universities are both integral and essential to their communities. TCUs provide crucial educational services as well as the maintenance



and preservation of irreplaceable indigenous languages and cultural traditions in many communities that continue to suffer high rates of unemployment and the resulting social and economic distress. There are 37 TCUs

**Hispanic Serving Institutions** - HSIs are described as institutions with 25 percent or more total undergraduate Hispanic full-time equivalent student enrollment. The defining characteristic of HSIs is their Hispanic enrollment, not their institutional mission. There are over 290 HSIs in the United States and its territories.

**Asian American and Native American Pacific Islander Serving Institutions** - The federal government describes AANAPISIs as institutions with 10 percent or more total Asian American or Native American Pacific Islander full-time equivalent student enrollment. Like HSIs, the defining characteristic of AANAPISIs is their enrollment rather than the institutional mission.

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## **Minority-Serving Institutions (MSIs) (significant percentage of minority students)**

Alaska Native-Serving Institutions  
American Indian Tribally Controlled Colleges and Universities  
Asian American and Native American Pacific Islander-Serving Institutions  
(AANAPISIs)  
High Hispanic Enrollment  
Hispanic-Serving Institutions (HSIs)  
Historically Black Colleges and Universities (HBCUs)  
Minority Institutions  
Native American-Serving, Nontribal Institutions  
Native Hawaiian-Serving Institutions  
Predominantly Black Institutions (PBIs)

## MINORITY COLLEGES

### HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCUs)

#### ALABAMA

Alabama A&M University  
Alabama State University  
Bishop State Community College  
Concordia College Selma  
Miles College  
Oakwood College  
Stillman College  
Talladega College  
Tuskegee University

#### ARKANSAS

Arkansas Baptist College  
Philander Smith College  
University of Arkansas at Pine Bluff

#### CALIFORNIA

Charles Drew University of Medicine & Science

#### DELAWARE

Delaware State University

#### DISTRICT OF COLUMBIA/WASHINGTON, DC

Howard University  
University of the District of Columbia

#### FLORIDA

Bethune-Cookman University  
Edward Waters College  
Florida A&M University  
Florida Memorial University

#### GEORGIA

Albany State University  
Clark Atlanta University  
Fort Valley State University  
Morehouse College  
Morris Brown College  
Paine College  
Savannah State University  
Spelman College

#### KENTUCKY

Kentucky State University

#### LOUISIANA

Dillard University  
Grambling State University  
Southern University and A&M College  
Xavier University of Louisiana

#### MARYLAND

Bowie State University  
Coppin State University  
Morgan State University  
University of Maryland, Eastern Shore

#### MISSISSIPPI

Alcorn State University  
Coahoma Community College  
Jackson State University  
Mississippi Valley State University  
Rust College  
Tougaloo College

#### MISSOURI

Harris-Stowe State University  
Lincoln University of Missouri

#### NORTH CAROLINA

Barber-Scotia College  
Bennett College  
Elizabeth City State University  
Fayetteville State University  
Johnson C. Smith University  
Livingstone College  
North Carolina A&T State University  
North Carolina Central University  
St. Augustine's College  
Shaw University  
Winston Salem State University

#### OHIO

Central State University  
Wilberforce University

#### OKLAHOMA

Langston University

#### PENNSYLVANIA

Cheyney University of Pennsylvania  
Lincoln University

**SOUTH CAROLINA**

Allen University  
Benedict College  
Claflin University  
Clinton Junior College  
Denmark Technical College  
Morris College  
South Carolina State University  
Voorhees College

**TENNESSEE**

Fisk University  
Knoxville College  
Lane College  
LeMoyne-Owen College  
Meharry Medical College  
Tennessee State University

**TEXAS**

Huston-Tillotson University  
Jarvis Christian College  
Paul Quinn College  
Prairie View A&M University  
Texas College  
Texas Southern University  
Wiley College

**VIRGINIA**

Hampton University  
Norfolk State University  
Saint Paul's College  
Virginia State University  
Virginia Union University

**TRIBAL COLLEGES AND  
UNIVERSITIES (TCUs)****ALASKA**

Iñisagvik College

**ARIZONA**

Diné College  
Tohono O'odham Community College

**CALIFORNIA**

D-Q University

**KANSAS**

Haskell Indian Nations University

**MICHIGAN**

Bay Mills Community College  
Keweenaw Bay Ojibwa Community College  
Saginaw Chippewa Tribal College

**MINNESOTA**

Fond du Lac Tribal and Community College  
Leech Lake Tribal College  
White Earth Tribal and Community College

**MONTANA**

Blackfeet Community College  
Chief Dull Knife College  
Fort Belknap College  
Fort Peck Community College  
Little Big Horn College  
Salish Kootenai College  
Stone Child College

**NEBRASKA**

Little Priest Tribal College  
Nebraska Indian Community College

**NEW MEXICO**

Institute of American Indian Arts  
Navajo Technical College  
Southwestern Indian Polytechnic Institute

**NORTH DEKOTA**

Cankdeska Cikana Community College  
Fort Berthold Community College  
Sitting Bull College  
Turtle Mountain Community College  
United Tribes Technical College

**OKLAHOMA**

Cheyenne and Arapaho Tribal College  
College of the Muscogee Nation  
Comanche Nation College  
Pawnee Nation College

**SOUTH DEKOTA**

Oglala Lakota College  
Sinte Gleska University  
Sisseton Wahpeton College

**WISCONSIN**

College of Menominee Nation  
Lac Courte Oreilles Ojibwa Community College

**WASHINGTON**

Northwest Indian College

**WYOMING**

Wind River Tribal College

**HISPANIC-SERVING  
INSTITUTIONS (HSIs)****ARIZONA**

Arizona Western College

Central Arizona College

Cochise College

Estrella Mountain Community College

GateWay Community College

Phoenix College Pima Community College

South Mountain Community College

**CALIFORNIA**

Allan Hancock College

Bakersfield College

Cabrillo College Aptos

California Christian College

California State Polytechnic University- Pomona

California State University- Bakersfield

California State University- Channel Islands

California State University- Dominguez Hills

California State University- Fresno

California State University- Fullerton

California State University- Long Beach

California State University- Los Angeles

California State University- Monterey Bay

California State University- Northridge

California State University- San Bernardino

California State University- San Marcos

California State University- Stanislaus

Canada College

Casa Loma College- Van Nuys

Cerritos College

Chabot College

Chaffey College

Citrus College

College of the Canyons

College of the Desert

Community Christian College

Contra Costa College

Crafton Hills College

Cypress College

East Los Angeles College

East San Gabriel Valley Regional Occupational Program

El Camino College- Compton Center

El Camino Community College District

Evergreen Valley College

Fresno City College

Fresno Pacific University

Gavilan College

Hartnell College

Humphreys College- Stockton and Modesto Campuses

Imperial Valley College

Interamerican College

La Sierra University

Long Beach City College

Los Angeles City College

Los Angeles County College of Nursing and Allied Health

Los Angeles Harbor College

Los Angeles Mission College

Los Angeles ORT College

Los Angeles ORT College- Van Nuys

Los Angeles Pierce College

Los Angeles Trade Technical College

Los Angeles Valley College

Los Medanos College

Merced College

Modesto Junior College

Monterey Institute of International Studies

Mount St. Mary's College

Mt. San Antonio College

Mt. San Jacinto Community College District

Notre Dame de Namur University

Oxnard College

Pacific Oaks College

Palo Verde College

Palomar College

Pasadena City College

Porterville College

Reedley College

Rio Hondo College

Riverside Community College  
 San Bernardino Valley College  
 San Diego City College  
 San Diego State University- Imperial Valley Campus  
 San Joaquin Delta College  
 San Jose City College  
 Santa Ana College  
 Santa Monica College  
 Santiago Canyon College  
 Southwestern College  
 Taft College  
 The National Hispanic University  
 University of California- Merced  
 University of California- Riverside  
 University of La Verne  
 Ventura College  
 West Hills College- Coalinga  
 West Hills College- Lemoore  
 West Los Angeles College  
 Whittier College  
 Woodbury University

#### **COLORADO**

Adams State College  
 Colorado State University- Pueblo  
 Otero Junior College  
 Pueblo Community College  
 Trinidad State Junior College

#### **CONNECTICUT**

Capital Community College

#### **FLORIDA**

Barry University  
 Broward College  
 Carlos Albizu University- Miami Campus  
 City College  
 Florida International University  
 Hodges University  
 Jones College- Miami Campus  
 Miami Dade College  
 Nova Southeastern University  
 Polytechnic University of Puerto Rico- Miami Campus  
 Saint John Vianney College Seminary  
 Saint Thomas University  
 Trinity International University

Universidad Politecnica de Puerto Rico- Orlando Campus  
 Valencia Community College

#### **GEORGIA**

Southern Catholic College



Dr. Antonio Flores, President of HACU

#### **ILLINOIS**

City Colleges of Chicago- Harold Washington College  
 City Colleges of Chicago- Harry S Truman College  
 City Colleges of Chicago- Malcolm X College  
 City Colleges of Chicago- Richard J Daley College  
 City Colleges of Chicago- Wilbur Wright College  
 Dominican University  
 Elgin Community College  
 Lexington College  
 Morton College  
 Northeastern Illinois University  
 Saint Augustine College  
 Triton College  
 Waubonsee Community College

**INDIANA**

Calumet College of Saint Joseph

**KANSAS**

Dodge City Community College  
 Donnelly College  
 Garden City Community College  
 Seward County Community College and Area Technical School

**MARYLAND**

St. Mary's Seminary & University

**MASSACHUSETTS**

Northern Essex Community College  
 Urban College of Boston

**NEW JERSEY**

Bergen Community College  
 Hudson County Community College New Jersey  
 City University  
 Passaic County Community College  
 Saint Peter's College

**NEW MEXICO**

Central New Mexico Community College  
 Clovis Community College  
 Eastern New Mexico University- Main Campus  
 Eastern New Mexico University- Roswell Campus  
 Eastern New Mexico University- Ruidoso  
 Luna Community College  
 Mesalands Community College  
 New Mexico Highlands University  
 New Mexico Institute of Mining and Technology  
 New Mexico Junior College  
 New Mexico Military Institute  
 New Mexico State University- Alamogordo  
 New Mexico State University- Carlsbad  
 New Mexico State University- Dona Ana  
 New Mexico State University- Grants  
 New Mexico State University- Main Campus  
 Northern New Mexico College  
 Santa Fe Community College  
 University of New Mexico- Los Alamos Campus  
 University of New Mexico- Main Campus  
 University of New Mexico- Taos Branch  
 University of New Mexico- Valencia County Branch

University of the Southwest  
 Western New Mexico University

**NEW YORK**

Boricua College  
 College of Mount Saint Vincent  
 CUNY Borough of Manhattan Community College  
 CUNY Bronx Community College  
 CUNY City College  
 CUNY Hostos Community College  
 CUNY John Jay College Criminal Justice  
 CUNY LaGuardia Community College  
 CUNY Lehman College  
 CUNY New York City College of Technology  
 CUNY Queensborough Community College  
 Mercy College  
 Professional Business College  
 Vaughn College of Aeronautics and Technology

**OREGON**

Mount Angel Seminary

**PUERTO RICO**

American University of Puerto Rico  
 American University of Puerto Rico  
 Atenas College  
 Atlantic College  
 Bayamon Central University  
 Caribbean University- Bayamon  
 Caribbean University- Carolina  
 Caribbean University- Ponce  
 Caribbean University- Vega Baja  
 Carlos Albizu University  
 Centro de Estudios Multidisciplinarios  
 Centro de Estudios Multidisciplinarios  
 Centro de Estudios Multidisciplinarios  
 Colegio Pentecoastal Mizpa  
 Colegio Universitario de San Juan  
 EDP College of Puerto Rico Inc- San Sebastian  
 Escuela de Artes Plasticas de Puerto Rico  
 Humacao Community College  
 Instituto Tecnologico de Puerto Rico- Guayama  
 Instituto Tecnologico de Puerto Rico- Recinto de Ponce  
 Instituto Tecnologico de Puerto Rico- Recinto de San Juan  
 Inter American University of Puerto Rico- Aguadilla

Inter American University of Puerto Rico- Arecibo	Eastfield College
Inter American University of Puerto Rico- Barranquitas	El Centro College
Inter American University of Puerto Rico- Bayamon	El Paso Community College
Inter American University of Puerto Rico- Fajardo	Frank Phillips College
Inter American University of Puerto Rico- Guayama	Galveston College
Inter American University of Puerto Rico- Metro	Houston Community College
Inter American University of Puerto Rico- Ponce	Howard College
Inter American University of Puerto Rico- San Ger- man	Laredo Community College
John Dewey College	Lee College
John Dewey College- University Division	Midland College
Pontifical Catholic University of Puerto Rico- Arecibo	Mountain View College
Pontifical Catholic University of Puerto Rico- Mayaguez	Northwest Vista College
Pontifical Catholic University of Puerto Rico- Ponce	Odessa College
Puerto Rico Conservatory of Music	Our Lady of the Lake University- San Antonio
Universal Technology College of Puerto Rico	Palo Alto College
Universidad Adventista de las Antillas	Saint Edward's University
Universidad Central Del Caribe	San Antonio College
Universidad Del Este	San Jacinto Community College
Universidad Del Turabo	South Plains College
Universidad Metropolitana	South Texas College
Universidad Politecnica de Puerto Rico	Southwest Collegiate Institute for the Deaf
Universidad Teologica del Caribe	Southwest Texas Junior College
University of Puerto Rico at Cayey	Southwestern Adventist University
University of Puerto Rico in Ponce	St. Marys University
University of Puerto Rico- Aguadilla	St. Philips College
University of Puerto Rico- Arecibo	Sul Ross State University
University of Puerto Rico- Bayamon	Texas A&M International University
University of Puerto Rico- Carolina	Texas A&M University- Corpus Christi Texas A&M University- Kingsville
University of Puerto Rico- Humacao	Texas State Technical College Harlingen
University of Puerto Rico- Mayaguez	The University of Texas at Brownsville
University of Puerto Rico- Medical Sciences Campus	The University of Texas at El Paso
University of Puerto Rico- Rio Piedras Campus	The University of Texas at San Antonio
University of Puerto Rico- Utuado	The University of Texas Health Science Center at San Antonio
University of Sacred Heart	The University of Texas of the Permian Basin
	The University of Texas- Pan American
<b>TEXAS</b>	University of Houston- Downtown
Amarillo College Amarillo	University of St. Thomas
Austin Graduate School of Theology	University of the Incarnate Word
Baptist University of the Americas	Victoria College
Brazosport College	Western Texas College
Brookhaven College	Wharton County Junior College
Coastal Bend College	
College of Biblical Studies- Houston	<b>WASHINGTON</b>
Del Mar College	Big Bend Community College
	Heritage University

## Cross-System Collaboration through Mentoring



Mentoring support was provided to various student populations and cohorts at various educational institutions of higher learning. Community involvement increased through the engagement within the middle school and high school classroom lectures. Within the college community, we engaged in classroom and individual instruction discussing career opportunities, focusing on skills and knowledge base required for occupational areas. We collaborated with community leaders and business to assist in the arrival of the original Tuskegee Airmen to Washington, DC to share their experiences with 360 students at Andrew's AFB in August 2011.

Throughout the year the cadets from the ChalleNGe program have shared their time and experiences with several organizational youth groups while gaining additional training and experiential learning opportunities from our partner groups.

### ***Building Capacity...***

***"Offering a menu of options by scaling up existing models and offering new approaches"***

### **The National Coalition for Equity in Public Service**

Within this organization are affinity groups, an affinity group is a group of people who share interests, issues, and a common bond or background, and offer support for each other. These groups can be formed between friends, or people from the same community, workplace or organization...Affinity groups can represent a narrow or broad definition of a dimension of diversity: African ancestry or Black employees, Asian Indian, Chinese, Gay and Lesbian, Hispanic or Latino, People with Disabilities, Mideast and Southeast Asian, Veterans, [and] Women. In some corporations, groups that include men, virtual workers and new employees are also forming." (Bernard Hobes Group, 2004), that we have supported during this report year. Each will be addressed within the report. They are as follows:



### **Blacks in Government (BIG):**

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

Its stated goals are to be an advocate of equal opportunity for Blacks in government, to eliminate practices of racism and racial discrimination against Blacks in government, to promote professionalism among Blacks in government, to develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government, to establish a mechanism for the gathering and dissemination of information to Blacks in government, and to provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in government.



### **Federal Asian Pacific American Council (FAPAC):**

FAPAC is an organization that promotes equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of APAs in the Government work force.



### **Federally Employed Women (FEW):**

Federally Employed Women (FEW) is a private, non-profit organization founded in 1968 after the issuance of Executive Order 11375 that added "sex" to the prohibited discriminations within the federal government. Federally Employed Women works to end sex and gender discrimination, to encourage diversity for inclusion and equity in the workplace, and for the advancement and professional growth of women in federal service by encouraging diversity and equity in the workplace, enhancing career opportunities, establishing and maintaining relationships with organizations to advocate the fair application of laws, policies, procedures and practices, improving the quality of life for women by influencing legislative actions, committing to maintain a unified and diverse membership and providing opportunities for professional growth.

The FEW mission and purpose statement was revised to recognize that the mission of an organization is its driving force, and that FEW's mission needed to be consistent with the needs of federal women in the 21st century.



### **Hispanic Association of Colleges and Universities (HACU):**

HACU'S Mission is to Champion Hispanic Success in Higher Education

HACU fulfills its mission by promoting the development of member colleges and universities, improving access to and the quality of post-secondary educational opportunities for Hispanic students, and meeting the needs of business, industry and government through the development and sharing of resources, information and expertise.



### **National IMAGE Inc.**

National Image Inc, A National Hispanic Organization, is a 501(3)(c) nonprofit, advocacy organization established in 1971. Its mission is to

empower Hispanics through leadership development, by advocating for Employment, Education and Civil Rights.

NII accomplishes its mission through training local chapters throughout USA by partnering with Corporate, Private and Federal, state, county and city governments to develop leadership skills and advocacy for Hispanics. An annual National Training Conference and Symposium

provide Hispanics with employment opportunities and upward mobility training to succeed. Support for National Image Inc. is derived from members, corporations, business, partnership and government participation.



### **League of United Latin American Citizens (LULAC):**

The Mission of the League of United Latin American Citizens is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.





### **National Association for the Advancement of Colored People (NAACP):**

The mission of the National Association for the Advancement of Colored People is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination.

### **Tuskegee Airmen:**

Tuskegee Airmen, Inc. (TAI) is a non-profit organization with 55 chapters nationwide dedicated to honoring the accomplishments and perpetuating the history of African-Americans who participated in air crew, ground crew and operations support training in the Army Air Corps during WWII, introducing young people across the nation to the world of aviation and science through local and national programs such as Young Eagles and TAI youth programs and activities, and providing annual scholarships and awards to deserving individuals, groups and corporations whose deeds lend support to TAI's goals. TAI also gives awards to deserving cadets in the Air Force Reserve Officer Training Corps.



### **Society of American Indian Government Employees (SAIGE):**

SAIGE is an organization that promotes recruitment, hiring, retention, development and advancement of American Indians and Alaska Natives in the government workforce, ensures equitable and fair treatment of American Indians and Alaska Natives working in government, assists in identifying issues and coordinating projects that affect American Indian and Alaska Native government employees, fosters communication between American Indian and Alaska Native government employees, assists individual groups working to establish American Indian and Alaska Native employee associations within government, assists federal agencies in honoring and implementing the Federal Trust Responsibility, coordinates and/or develop national and regional training for Federal employees on American Indian and Alaska Native issues as they relate to the federal government, and serves as a central point of contact for American Indian and Alaska natives wishing to work within the government agencies or entities.



### **Xavier University of Louisiana:**

Xavier University of Louisiana, founded by Saint Katharine Drexel and the Sisters of the Blessed Sacrament, is Catholic and historically Black. The Ultimate purpose of the University is to contribute to the promotion of a more just and humane society by preparing its students to assume roles of leadership and service in a global society. This preparation takes place in a diverse learning and teaching environment that incorporates all relevant educational means, including research and community service.



The NGB Outreach Program t2011 Partners and  
Sister Services.

