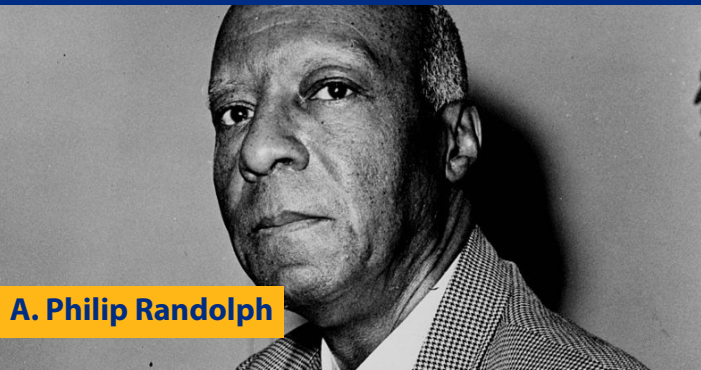


B.L.A.C.K. Spotlight



A. Philip Randolph

A. Philip Randolph is oftentimes referred to as, "the father of Black labor." He founded the Brotherhood of Sleeping Car Porters- which is the first Black union recognized by the American Federation of Labor in 1925. ! Because of A. Philip Randolph's organizing prowess, President Roosevelt issued an executive order that banned discrimination in the defense industry on the basis of race , creed, color, or national origin. This was the first time racial discrimination was banned in the federal government and another catalyst to Black labor.



Clayola Brown

Clayola Brown is a civil rights and labor movement icon. Starting at the young age of just fifteen years old, Brown joined her mother, Ann Belle Jenkins Shands, in a successful campaign to bring the Textile Workers Union of America (TWUA) to the Manhattan Shirt Factory in Charleston. Brown served as the ACTWU's education director, civil rights director, and the manager of the ACTWU's Laundry Division for thirteen years. In 1991, Brown was elected international vice president of the ACTWU. In 1994, President Bill Clinton appointed Brown to the National Commission on Employment Policy. A year later, Brown helped merge the International Ladies Garment Workers Union (ILGWU) with ACTWU to form the Union of Needle Trades, Industrial and Textile Employees (UNITE, now UNITEHERE!) and that same year, Brown was elected international vice president of the AFL-CIO. In 2004, Brown became the first woman to serve as national president of the A. Phillip Randolph Institute.



The Women and Fair Practices Department

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<https://www.afge.org/black>



AFGE's first-ever Black constituency group!



Stay Connected!

Join AFGE B.L.A.C.K. and become a part of the Black Labor Movement.

As a B.L.A.C.K. member, you will connect with Black Federal and D.C. government workers and our allies from across AFGE.

If you would like to join AFGE B.L.A.C.K., please contact B.L.A.C.K. at AFGEBLACK@afge.org



AFGE B.L.A.C.K. meets every month to share individual experiences, develop programming, and grow Black representation in AFGE.

What is AFGE B.L.A.C.K.?

Did you know...

What does AFGE B.L.A.C.K. stand for?

Black Leaders Advancing Change and Knowledge

What is the purpose of AFGE B.L.A.C.K.?

Our purpose is to provide assistance and direct service to all Federal and D.C. Government Workers, in the workplace and the community, concerning the Racial Justice and Equity Work for African American and African diaspora members, families, and allies. B.L.A.C.K. will strive to provide an environment that promotes professional development, acknowledges the contributions of our Black members, and supports collaborative efforts in furthering the betterment of working conditions for all Black members within AFGE.

AFGE B.L.A.C.K. members will have the opportunity to share, hear, and feel personal experiences, which enable us to better understand and serve the Black community in AFGE and among our labor allies.

Black and other employees of color make up 53% of clerical positions but only 32% of the professional workforce, according to OPM's FedScope data.

As of March 2021, people of color represent 47% of all full-time, entry-level employees but only 33% of senior-level positions.

Within the Senior Executive Service—the elite corps of experienced civil servants responsible for leading the federal workforce—the disparity is even wider. Only 23% of all career SES members are people of color.

People of color also aren't equally represented across the executive branch. For example, white people make up 76% of the Office of Management and Budget, a federal agency that has significant impact on policy and the nation's financial resources, while people of color are the majority at the Equal Employment Opportunity Commission, an important organization but one with significantly less influence.

While we have come a long way, there is still a way to go and we need to continue to fight for career equity!