



2011 ANNUAL REPORT



THE COALITION FOR CHANGE,
INC. (C4C)

2011

*ANNUAL REPORT OF
ACCOMPLISHMENTS*

MARCH 2012

[WWW.COALITION 4CHANGE.ORG](http://WWW.COALITION4CHANGE.ORG)

TABLE OF CONTENTS

Preamble

2011 Highlights:

Class Action Law Suits and the Social Security Administration Anne Wagner, Vice-Chair of the Merit System Protection Board

I.	Mission, Vision, Philosophy and Primary Goals.....	page 6
II.	C4C 2011 Accomplishments.....	page 7
	A. Correspondence.....	page 8
	B. Press Releases.....	page 13
	C. Freedom of Information Act Requests.....	page 15
	D. Social Media.....	page 17
	E. Support.....	page 20
	F. Meetings.....	page 21
	G. Other Notable Accomplishments.....	page 21
III.	List of C4C Officers.....	page 23
IV.	Contact Information.....	page 23

*"In my career I saved over a 1000 slaves.
I would have saved thousands more only had
they known they were slaves."*

Harriet Tubman

PREAMBLE

The Coalition for Change, Inc. (C4C) is a proactive non-profit civil rights organization and support network incorporated in Washington, D.C., on January 22, 2009. Comprised of former and present Federal employees who have been injured or mistreated due to employment discrimination and/or reprisal, the C4C seeks to advance racial equality in the Federal workplace.

Over the last decade, employment discrimination and reprisal within the Federal workplace have become most overt. Racial bias has uprooted merit in the hiring and promotion processes in government. Moreover, managerial “preferences for non-minorities” continue to undermine minorities’ equal access to jobs, awards, promotions and favorable work assignments. In 2009 the U.S. Merit Systems Protection Board (MSPB) issued a report entitled: *Fair and Equitable Treatment: Progress Made and Challenges Remaining*. In the report, MSPB disclosed¹, “Members of ethnic/racial minorities remain at a substantial disadvantage when it comes to career-enhancing opportunities.” (MSPB, 2009, p.61). The report also disclosed the results of MSPB’s 2007 career advancement survey in which 72 percent of Federal employees said promotions were based on “who they know.” Only 40 percent cited competence as a reason for advancement and 36 percent credited hard work. (MSPB, 2009, p. 57).

To the peril of many minority employees, “reprisal” for engaging in supposedly “protected” EEO activity is a reality. Federal managers often retaliate against minorities who courageously file employment discrimination complaints. Despite years of successful and dedicated public service, soon after filing formal complaints, many of these civil servants are targeted, labeled as “poor performers,” and placed on “Performance Improvement Plans (PIP)” for 30, 45, or 90 days. After being placed on the PIP, many are informed that they failed to improve their performance. As a result, they are terminated from Federal employment. Other employees, who file civil rights complaints either retire from Federal service or find other jobs to escape retaliation from agency officials.

As a result of some very ideological administrative judges appointed to the Equal Employment Opportunity Commission (EEOC) and the MSPB, terminated Federal employees have not received fair hearings before these bodies. In fact, some of the top employment law firms in Washington, D.C., warn clients that no matter the merits of their case, their chances of prevailing before the EEOC or the MSPB are remote. On occasion, some law firms attempt a legal strategy to avoid the EEOC and the MSPB — thereby taking a case directly into Federal District Court. However, this strategy is not always successful, takes years and is extremely costly.

Last year marked the C4C’s second anniversary and while still a young organization, the C4C completed its strongest year yet. In 2011, the C4C had another solid year of meaningful contributions of combating and exposing workplace discrimination by keeping the Obama administration, the Congress and the American taxpayers aware of this questionable and possibly

¹ MSPB Report: *Fair and Equitable Treatment: Progress Made and Challenges Remaining*, December 1, 2009. (See paragraph 6 on page 61.)

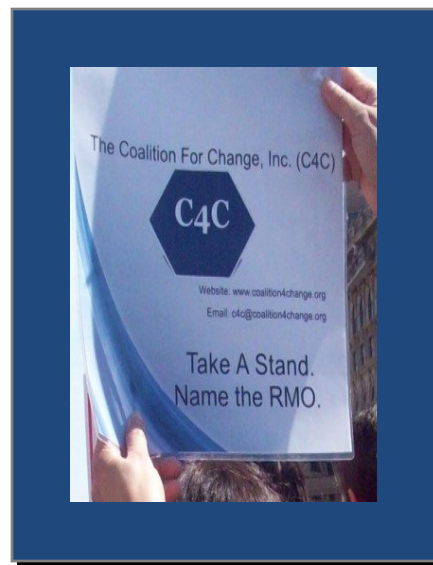
illegal activity that adversely impacts the effectiveness and efficiency of government programs and operations.

During 2011, the C4C continued to see its ranks swell as more and more Federal employees throughout the nation contacted us about workplace discrimination and hostile work environments to which they were being subjected. As our ranks have swelled, we have been extremely fortunate to rely on a vast talent pool of experience, knowledge, skills and expertise of individuals who because of discrimination were not permitted to excel in their chosen professions.

There were two significant issues in which the C4C became involved during 2011. The first pertained to Anne Wagner, the Vice Chair of the Merit Systems Protection Board (MSPB) who at the time of her nomination to the MSPB was named as a “Responsible Management Official” (RMO) in an employment discrimination law suit. The second involved three ongoing class action discrimination law suits filed against the Social Security Administration. The C4C is very proud of its work and involvement in these two matters. We believe our involvement and work on these two issues reflect our values and our mission as a civil rights organization exposing and combating discrimination and reprisal in Federal employment.

A. Anne Wagner-Vice Chair of the Merit Systems Protection Board

During 2011, the C4C contacted the United States Office of Government Ethics and the United States Department of Justice, Office of Professional Responsibility urging an immediate investigation into Ms. Anne Wagner, Vice-Chair of the Merit Systems Protection Board (MSPB). The C4C sought an investigation when it came to our attention that prior to her nomination and confirmation to her present position at the MSPB, Ms. Wagner was named as a “Responsible Management Official” (RMO) in an employment discrimination lawsuit as a result of her tenure as General Counsel of the Personnel Appeals Board (PAB) of the U.S. Government Accountability Office (GAO). The C4C believes Ms. Wagner’s continued presence as Vice-Chair of the MSPB constitutes a conflict of interest and raises serious concern as to whether she can fairly and without prejudice adjudicate cases of discrimination that may come before the Board. More importantly, the C4C requested an investigation to determine whether Ms. Wagner was forthcoming and/or misled the White House and the Congress regarding her role in the case known as *Diane R. Williams v. Gene Dodaro, Comptroller General of the U.S. Government Accountability Office.*



Despite filing a Freedom of Information Act request in July 2011 with the MSPB, the C4C has been unable to ascertain whether Ms. Wagner made the White House or the Congress aware of her role in *Williams v. Dodaro.* Nevertheless, the C4C believes Ms. Wagner’s continued service on the Board is troubling and problematic in light of serious allegations against her in

Williams v. Dodaro and the fact that a federal judge has denied the Government's motion for Summary Judgment.

As the C4C vigorously stressed in its letter to both the OGE and the OPR, the MSPB is an independent, quasi-judicial agency with the responsibility for deciding Federal employee appeals from personnel actions taken against them and for protecting the integrity of the civil service and other Federal merit systems. The three member bipartisan board consists of the Chair, Vice-Chair and a Member charged with fulfilling the mission of the MSPB (i.e., protecting the Federal merit system and the employees of that system). The Board, on which Ms. Wagner serves as Vice-Chair, adjudicates cases brought to the MSPB. According to its website², "*The Merit Systems Protection Board is an independent, quasi-judicial agency in the Executive branch that serves as the guardian of Federal merit systems.*"

Given the MSPB's vital role in protecting the Federal merit system and protecting Federal employees and applicants, the C4C believes the OPR and the OGE have an obligation to the public to ensure that an individual serving in such a capacity is not only ethically pure but also is able to preserve the credibility and the public's trust in the MSPB. The C4C stated in its letters that at this juncture, a cloud hangs over Ms. Wagner and her decisions issued as Vice-Chair. The C4C noted to both offices that it was critical that an immediate inquiry of this matter be undertaken to determine whether such ethical concerns exist and whether misconduct has taken place. For example, the C4C requested that the OPR and OGE determine (1) whether Ms. Wagner failed to disclose to the White House and to the Congress her involvement in the above-mentioned discrimination lawsuit; (2) whether any ethical standards have been violated after she was nominated, if it is determined that she failed to divulge her involvement in the above-mentioned discrimination lawsuit; and (3) whether Ms. Wagner's service on the Board presents a conflict of interest or the appearance of impropriety in view of the fact that she is a responsible management official in a case similar to the type she is charged with adjudicating. The case known as *Diane R. Williams v. Gene Dodaro, Comptroller General of the U.S. Government Accountability Office* (Civil Action No. JDB-07-1452) was apparently settled on January 6, 2012, when a Stipulation of Dismissal was issued.

B. Social Security Administration -- Class Action Law Suits

The C4C was alarmed when we learned that the Social Security Administration was besieged with three separate class action discrimination law suits. As a result of such a disgraceful workplace environment, the C4C called for the Commissioner of the Social Security Administration to resign for failing to address employment discrimination at that agency. In an August 4, 2011 letter to the SSA commissioner, the C4C challenged the commissioner's commitment to a fair and equitable workplace for all of its employees. More importantly, the C4C questioned how three ongoing class action suits are affecting the productivity and morale of the SSA workforce as the agency attempts to accomplish its mission.

The first class suit involves findings by the Equal Employment Opportunity Commission (EEOC) that the SSA breached a 2002 settlement agreement. This settlement agreement

² <http://www.mspb.gov/About/about.htm>

involves allegations of discrimination against African-American male employees of the SSA. The second class suit involves African-American females and the third class suit involves disabled SSA employees. Although it appears that the class suits involving both male and female African-Americans were certified prior to the start of the tenure of the current SSA Commissioner³, the disabled class suit was however certified during his tenure. In addition, the failure of the agency to abide by the 2002 settlement agreement, involving African-American males, did occur during the tenure of the current Commissioner. Therefore, the C4C is disturbed and concerned about the lack of leadership by the current Commissioner in addressing and eliminating unlawful discriminatory conduct and practices at the SSA.

Background

I. African-American Males' Class Action Suit: *Burden v. Barnhart*⁴

On January 11, 2002, the class of African-American male employees at the Baltimore headquarters of the Social Security Administration (SSA) entered into a settlement agreement with the agency regarding their class claim of discrimination on the basis of race and sex. On June 11, 2002, the administrative judge granted final approval of the settlement agreement. On April 7, 2003, the settlement agreement became effective pursuant to a decision by the EEOC. The settlement provided for \$6.35 million to be distributed to class members, as well as significant non-monetary relief that aimed to ensure a non-discriminatory future for African-American male employees at SSA Headquarters.

On April 28, 2011, the EEOC's Office of Federal Operations found that the Social Security Administration breached the 2002 settlement agreement in the *Burden v. Barnhart* class action. Specifically, EEOC found that the Agency breached the settlement agreement when it "failed to ensure that its policies and practices for granting performance awards and quality step increases (QSIs) were fair and equitable and consistent with merit principles, and when it failed to correct any misapplications of its policies for granting performance awards and QSIs to ensure fair and equitable distribution of such awards, consistent with merit principles." Accordingly, the EEOC found that the Class was entitled to specific performance of the class settlement agreement. EEOC remanded the case to an Administrative Judge (AJ) to administer relief. Specifically, the EEOC instructed the AJ to calculate the average amount of awards and QSIs awarded to all Headquarters employees from April 1, 2003 to September 30, 2005. The AJ concluded that each African-American male who worked at HQ during this period is "presumptively entitled" to receive this average amount unless SSA shows by "clear and convincing evidence" that the employee is not entitled to relief.

Again, nearly ten years after a settlement agreement was reached and four years after the current SSA Commissioner was sworn into office, the C4C is immensely disappointed that the SSA Commissioner has failed to employ the necessary leadership and commitment to ensure that the terms of the 2002 agreement were honored. As a result of the Agency's breach of the 2002

³ Commissioner Michael J Astrue was sworn in as SSA commissioner on February 12, 2007.

⁴ Information re: class suit retrieved on March 30, 2012 from Kator, Parks & Weiser, PLLC website at <http://www.katorparks.com/class-action/ssa-class-action/>

Agreement, it is apparent that the SSA has a callous indifference to ensuring that a workplace of fairness, dignity and equal opportunity exists at the SSA.

II. African-American Females Class Action Discrimination Suit: *Taylor, et al. v. Astrue, Commissioner*⁵

On April 14, 2011, an Administrative Judge issued an interim decision on liability, finding class-wide discrimination against the Class in promotions into the Grade 12 level. This decision was upheld in a recent Memorandum and Order on Relief Proceedings denying all other claims for promotions to other grade levels. The judge concluded: "The Class has prevailed in the showing of class-wide discrimination against nonsupervisory African-American female employees who were denied promotions into the GS-12 level, from December 9, 2000 to the present The Class did not prove that African-American females were discriminated against when they were not promoted, from December 9, 2000 to the present, into any other grade level position."⁶

In other words, the judge ruled against the Class on all promotion claims except for those Class Members who were denied promotions to GS-12 positions. For these Class Members, there will be additional proceedings before the Administrative Judge. Class counsel believes there are many bases for appeal of the Judge's ruling, and plans to appeal to the EEOC's Office of Federal Operations. In December 2011, the administrative judge ordered the Agency, class counsel and class agents to mediation on January 25, 2012, in an attempt to settle the case. All parties met and the lines of communication remain open.

III. Disabled Americans Class Action Discrimination Law Suit: *Jantz, et al. v. Michael Astrue, Social Security Admin.*⁷

In November 2008, lawyers and advocacy groups for disabled employees of the Social Security Administration (SSA) were granted class-action status against the Agency. The Agency appealed Administrative Judge David Norken's decision granting class-action status in December 2008. The Agency and the plaintiffs submitted their respective papers to the Office of Federal Operations in early 2009 and, upon its review, the OFO affirmed the AJ's decision in August 2010. The Agency moved for reconsideration, which was denied in January 2011. Notice of the class action was disseminated to potential class members in late January and early

⁵ Information re: class suit obtained via Wiggins, Childs, Quinn & Pantazis PLLC and Rose Legal Advocates website.

⁶ Paulette L. Taylor, et al v. Michael J. Astrue, Commissioner, Social Security Administration, Memorandum and Order on Relief Proceeding, section 6, page 3, "Claimants must prove that they are members of the class, that is, they are African-American females in the Agency's headquarters in Baltimore, Md. including employees working in the Security West and Metro West facilities, but excluding those In the Office of General Counsel and the Office of Inspector General, who were denied promotions to the GS-12 level from December 9, 2000 to the present. If the Agency seeks to contest the claim the Agency must show by 'clear and convincing evidence' that the class member is not entitled to relief."

⁷ Information regarding the Jantz, et. al vs Astrue class suit was retrieved March 30, 2012 from The Rights Group and the Berger & Montague, PC website <http://www.bergermontague.com>

February 2011. The class action known as *Jantz, et al. v. Michael Astrue, Social Security Commissioner* is currently before a judge with the EEOC. In the action, employees allege that SSA discriminates against targeted disability employees (“TDEs”) “by creating a glass ceiling and limiting promotional and other career advancement opportunities,” according to a consortium of law firms handling the case for the complainants. Litigants are seeking back pay and compensatory damages for lost promotional opportunities.

On August 4, 2011, the C4C sent a letter to Commission Astrue, expressing our concerns about the workplace conditions in his agency. Having received no response from Commissioner Astrue, the C4C issued an October 2, 2011 press release calling for his resignation. Both C4C documents can be located on our website.

I. MISSION, VISION, PHILOSOPHY AND PRIMARY GOALS

The mission of the C4C is to advance racial equality in Federal employment and to provide a support network for individuals who are discriminated against and/or are subjected to reprisal in the Federal workplace. The C4C also serves as an informational support network for present and former Federal employees injured because of workplace discrimination. Through publicizing workplace human resource issues, disseminating information on employee rights and developing government oversight reforms, C4C operates to safeguard the quality and efficiency of public goods and services. Since its establishment, the C4C has been keenly interested in promoting a workforce culture that promotes the mental, physical and spiritual well-being of individual workers—employees who uphold the public trust.

C4C Founder, Tanya Ward Jordan (right) with Representative Maxine Waters (center) and Kim Lambert, (C4C Member/Interior BIG President)



VISION

C4C aims to be a proactive volunteer organization that convenes brain trusts with leaders from various advocacy groups interested in addressing “racial discrimination” and reprisal in the Federal workplace. The organization serves as a guardian of justice providing relevant information to the public about Federal departments’ workplace culture and the resulting impact on providing public goods and services. Most notably, C4C provides support to Federal employees, particularly Black or African-American employees, who bravely report civil rights violations of Title VII of the Civil Rights Act of 1964. (Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.)

PHILOSOPHY

C4C recognizes that effective diversity management reduces taxpayer costs, strengthens our national security, and improves the quality of goods and services the Federal Government provides to the public. It is our philosophy that effective diversity management improves employee satisfaction and productivity. We view workforce diversity as an important advantage that allows organizations access to a variety of people and skills to successfully meet their business needs; and to improve the quality of life for American taxpayers.

PRIMARY GOALS

- To provide a support group for our members who are charged with upholding the public trust.
- To promote managerial accountability in the form of discipline for proven discriminatory offenses.
- To resolve workforce conflicts at the earliest interval during the Federal Equal Employment Opportunity process.
- To foster the fair treatment and career advancement of employees, in particular African-Americans who are disproportionately under-represented among supervisory and managerial ranks; and who remain below the average government paygrade.⁸

II. 2011 Accomplishments

During 2011, the C4C contacted the President of the United States, Members of Congress, senior Federal officials, unions, civil rights organizations and the press regarding such matters as the nonchalant enforcement of Federal non-discrimination laws in the Federal workplace, leading to disparities in hiring and promotions to supervisory and managerial positions, the imposition of discipline, and the refusal to treat African-American employees with fairness, dignity, and respect. Towards our goal of supporting Federal employees in need of emotional, spiritual and information support, C4C members continue to build partnerships with other employee and advocacy groups to reach the masses of Black federal employees facing discrimination and reprisal in the Federal workplace. Below is a listing and a summary of our significant 2011 accomplishments.

C4C Members join C4C President Philip Taylor (second from left) and Tom Devine, Government Accountability Project (right) to discuss laws to strengthen whistleblower protections for federal employees.



⁸Source: *EEOC Annual Report on the Federal Workforce FY 2009*: Summary of EEO Statistics in the Federal Government. Figure 4 and accompanying narrative.

A. Correspondence

Letter to Senators Barbara Mikulski and Benjamin Cardin, dated January 12, 2011

The C4C contacted both Maryland senators thanking them for their efforts to urge President Obama to fill the position of Special Counsel at the Office of Special Counsel (OSC). The position had remained vacant for nearly two years. In its September 2010 letter to the Senators, the C4C emphasized the importance of this position and of the OSC “to safeguard the merit system by protecting Federal employees and applicants from prohibited personnel practices, particularly reprisal for whistleblowing.” In late December 2010, President Obama nominated Carolyn Lerner to the position of special counsel.

Letter to Chairman Darrell Issa, U.S. Congress, House Oversight and Government Reform Committee, dated April 12, 2011

The C4C contacted Chairman Issa to bring to his attention the disparate treatment between Caucasian Federal employees and their African-American counterparts. This letter was sent as a result of a decision by the United States Government Accountability Office (GAO) to remove and reassign one of its senior executives when it was discovered that “serious errors and inaccuracies” were discovered in an August 2011 GAO report produced by this senior executive and his staff. The C4C noted in its letter to the chairman that African-American Federal employees who are labeled -- often falsely -- as “poor performers” are not afforded the courtesy of being reassigned to another position with no loss in pay. The C4C stressed, that African-American employees who engage in so-called “protected activity” are often retaliated against, by being falsely labeled as “poor performers” and thereby terminated from Federal employment.

Letter to Director John Berry, U.S. Office of Personnel Management, dated April 13, 2011

The C4C responded to the director’s comments before a House Appropriations subcommittee in which he claimed Federal managers were “too timid” when it comes to disciplining poor performers in the workforce. In its letter, the C4C challenged the director’s comments noting that Federal managers retaliate against African-American Federal workers engaged in so-called “protected activity” by labeling these employees as “poor performers,” placing them on Performance Improvement Plans and eventually terminating their employment with the Federal Government. On the other hand, the C4C believes that these same Federal managers are less inclined to discipline Caucasian employees who demonstrate poor performance. The C4C referenced the case of a Caucasian GAO senior executive with well-publicized performance issues who was not terminated from Federal employment but was instead “reassigned.”

Letter to Benjamin Jealous, President of the NAACP, dated April 18, 2011

The C4C wrote to the president of the NAACP to introduce that organization and its leadership to the work of the C4C and its struggle to combat systemic discrimination in the Federal Government. The letter stressed the psychological and financial impact this toxic and corrosive behavior has on African-American Federal employees.

Letter to Congressman Danny Davis, dated May 3, 2011

C4C Founder Tanya Ward Jordan followed up with Congressman Davis after a brief discussion with the Congressman at the Center for American Progress' forum on "Black Males and Social Policy." In our letter, the C4C brought to the Congressman's attention concerns regarding the large number of complaints alleging retaliation at the Federal Bureau of Prisons ("BOP"). Problems at the BOP were first highlighted in a report conducted by the Equal Employment Opportunity Commission's Office of Federal Operations.

Letter to Acting Inspector General Mary Kendall, dated May 3, 2011

The C4C contacted the acting inspector general of the U.S. Department of the Interior requesting that she reconsider that office's decision not to investigate the Department's handling of the discrimination case known as *Adam Pierre v. Ken Salazar* (EEOC Case Number 570-2008-00625X). The C4C objected to the Department's "mismanagement" of this case by prolonging it through the appeals process. The C4C complained that the Department's legal shenanigans were not a prudent use of agency resources and taxpayers' funds.

Letter to Morris Dees and Richard Cohen of the Southern Poverty Law Center, dated May 10, 2011

The C4C sent a congratulatory letter to Messrs. Dees (Founder) and Cohen (President) of the Southern Poverty Law Center on its 40th Anniversary promoting equality and justice in American society. The C4C received a letter of thanks from Morris Dees dated May 16, 2011.

Letter to Benson G. Cooke, Ed.D, President of the Association of Black Psychologists, dated May 10, 2011

An introductory letter was sent to the Association of Black Psychologists and to alert this organization of the toxic work environment that exists in the Federal Government and the harmful health consequences discrimination and retaliation have on African American Federal employees and their families.

Letter to Tony West, Assistant Attorney General for the Civil Division, dated July 4, 2011

The C4C complained of the Civil Division's "unmitigated" defense of Responsible Management Officials (RMOs) in EEO cases filed against Federal agencies. The C4C urged the then Assistant Attorney General to reconsider the Civil Division's practice and policy of determining when, or if, free and unconditional legal counsel (and services) should be made available to RMOs in all Federal equal employment opportunity cases, regardless of the merit of the RMOs' claimed defenses for their conduct.

Letter to Senator Benjamin L. Cardin (D-Md), dated July 5, 2011

The C4C commented on legislation proposed by Senators Lieberman and Cardin criticizing Russia's deteriorating human rights record. The proposed legislation would punish international human rights abuse and corruption. Although the C4C supports the proposed legislation, we found it rather hypocritical that both senators were condemning human rights abuses in Russia, when persons of color employed by the Federal Government are subjected to employment discrimination and terminated from Federal employment for engaging in so-called "protected activity" for filing discrimination complaints. The letter criticized the Senate Committee on Homeland Security and Governmental Affairs for its failure to conduct congressional investigations and hearings on racial employment discrimination and retaliation in the Federal workforce. At this juncture, Senator Cardin who is up for re-election in 2012 has not responded to our concerns.

Letter to Interior Secretary Ken Salazar, dated July 11, 2011

A follow-up letter was sent to Secretary Salazar seeking a status report into the employment of Craig Littlejohn, an employee with the Department of Interior and a named Responsible Management Official in the law suit known as *Adam Pierre v. Ken Salazar*. During the trial, it was divulged that Littlejohn referred to African-American subordinates as "monkeys." The EEOC later ordered the Department to "consider taking appropriate disciplinary action against the selecting official and provide Title VII of the Civil Rights Act training to certain managers named in this discrimination case.

Letter to Ms. Shirley Sherrod, dated July 15, 2011

C4C wrote a letter of introduction to Ms. Shirley Sherrod, former USDA worker who received media attention after being unjustly removed from Federal service. In the letter C4C describes the pervasive culture in the Federal Government as well as discusses employee allegations within the Agriculture Department that Mr. Joe Leonard, the Assistant Secretary of USDA, is ignoring discrimination complaints.

Letter to Colleen M. Kelly, National President of the National Treasury Employees Union, dated July 18, 2011

The C4C responded to Ms. Kelly's rather timid comments pertaining to an Equal Employment Opportunity Commission report that found Federal job discrimination complaints increased by 4 percent in fiscal 2010 over the previous year. The C4C was disappointed that the union president's comments regarding these disturbing findings were too timid and failed to challenge unlawful employment discrimination and retaliation in the Federal workplace. The C4C was also disappointed that the union president failed to demand that the Obama administration and the Congress address the root causes of employment discrimination and to seek solutions to this problem by holding Federal managers accountable for their unlawful conduct and practices.

The C4C received a response from Ms. Kelley, dated August 15, 2011, addressing our concerns and "supporting a federal workplace free from discrimination of all types."

Letter to Representative Donna Edwards (D-Md.), dated July 23, 2011

An “Open” letter was sent to Congresswoman Edwards critical of her staff’s inability to provide prompt constituent services. The C4C was disappointed that Rep. Edwards’ staff procrastinated for over a year to actively pursue a 2009 data request and ultimately failed to persuade OPM to respond to the C4C request for data regarding the termination of Federal employees’ employment by race. The C4C noted that OPM collects and reports employment termination data by various categories, including pay levels and geographic locations, but not by race. C4C later contacted the National Archives and Records Administration and received the information from OPM. That information is now being analyzed. [See this report’s section on the Freedom of Information Act.]

Letter to the Director of the Department of Employment Services, Government of the District of Columbia, dated August 1, 2011

The C4C alerted the Director of the Department of Employment Services for the District of Columbia that Federal agencies were retaliating against Federal employees engaged in the EEO process by not only terminating these employees from federal employment, but also by coding their personnel record with the charge of “misconduct” as the cause for their termination. Coding an employees’ record with the charge of “misconduct” impedes and in many cases precludes an employee from qualifying for unemployment compensation benefits. The C4C requested the Department of Employment Services to consider this retaliatory tactic when evaluating former Federal employees’ unemployment claims.

Letter to Michael Astrue, Commissioner of the Social Security Administration (SSA), dated August 4, 2011

The C4C contacted the Commissioner of SSA on behalf of employees who brought to our attention that the agency is embroiled in three discrimination class action law suits involving African-American males, African-American females and disabled employees. In our letter to the Commissioner, the C4C questioned and challenged his commitment to a fair and equitable workplace—free of discrimination. Commissioner Astrue, a public servant, never responded to our letter.

Letter to Representative Elijah E. Cummings (D-Md.), dated August 11, 2011

The C4C wrote to urge the Congressman to take a more active role in addressing racial discrimination in employment at the Social Security Administration (SSA). The SSA is located in the Congressman’s district in Maryland and many of the SSA employees most impacted by discrimination and retaliation live in the Congressman’s district. The letter accused Commissioner Astrue of failing to provide the needed leadership to address workplace discrimination, for failing to ensure that a fair and equitable work environment exists, and for failing to hold SSA managers accountable for violating employees’ civil rights. The C4C remains in ongoing discussions with the Congressman’s staff regarding the discriminatory environment at the SSA.

Letter to Senator Tom Harkin, chairman of the Senate Committee on Health, Education, Labor and Pensions, dated August 15, 2011

Having filed a Freedom of Information Act request with the Department of Labor (DoL) seeking the complete Senate Confirmation Questionnaire of James Taylor, the Department's chief financial officer, the C4C sought the Committee's assistance in obtaining the questionnaire. The C4C received a response from the Committee on August 24, 2011.

Letter to President Obama, dated August 26, 2011

C4C responded to President Obama's Executive Order 13583-- Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce. The group applauded the President's effort, citing that the Executive Order as a good first step; however, unless the EO "*holds managers accountable and addresses specific meaningful penalties for violations of employees' civil rights, the Executive Order is nothing more than another bureaucratic requirement that produces more meaningless paper.*"

Letter to the Illinois Department of Employment Security (IDES), Appeals Division, dated August 30, 2011

The C4C introductory letter alerted the Illinois Department of Employment Security that Federal agencies were retaliating against Federal employees engaged in the EEO process by not only terminating these employees from Federal employment, but also by coding their personnel record with the charge of "misconduct" to preclude the employees from qualifying for unemployment compensation benefits. The C4C requested IDES to consider this retaliatory tactic when evaluating former Federal employees' unemployment claims.

Letter to Don W. Fox, acting director of the United States Office of Government Ethics (OGE), dated October 20, 2011

The C4C urged the OGE to investigate Anne M. Wagner, vice-chair of the MSPB to determine if Ms. Wagner's presence on the MSPB constitutes a conflict of interest and raises concern as to whether she can fairly and without prejudice adjudicate cases of discrimination that may come before the Board. Ms. Wagner was named as a "Responsible Management Official" in a discrimination employment law suit prior to being nominated by President Obama and during her Senate confirmation.

Letter to Bill Buzenberg, executive director of the Center for Public Integrity (CPI), dated October 24, 2011

The C4C contacted the CPI regarding Anne M. Wagner, the vice-chair of the MSPB, being named as a "responsible management official" in an employment discrimination law suit while serving in her previous position as general counsel to the United States Government Accountability Office's Personnel Appeals Board (PAB). The CPI is known and widely

respected for its mission to make institutional power more transparent and accountable by revealing abuses of power, corruption, and dereliction of duty by powerful public and private institutions in order to cause them to operate with honesty, integrity, accountability and to put the public's interests first.

Letter to Kathleen Sebelius, Secretary of the Department of Health and Human Services, dated November 15, 2011

The C4C contacted Secretary Sebelius to lend our support to fellow C4C member Arthuretta Holmes-Martin, in her five year long employment discrimination and reprisal law suit against that Department. The C4C challenged one of the secretary's key initiatives to implement a nation-wide "Stop Bullying" program. The C4C reminded Secretary Sebelius that discrimination and reprisal for engaging in "protected activity" are forms of workplace bullying.

Letter to Robin Ashton, Counsel to the Department of Justice, Office of Professional Responsibility, dated November 21, 2011

The C4C contacted the Office of Professional Responsibility seeking an investigation of MSPB Vice- Chair Anne Wagner who was named as a responsible management official in an employment discrimination lawsuit as a result of her tenure in her previous position at the GAO PAB. The C4C questioned whether Wagner's continued service at the MSPB constitutes a conflict of interest and raises serious concern as to whether she can fairly and without prejudice adjudicate cases of discrimination that may come before the Board.

B. Press Releases

February 27, 2011 - C4C issued a PRWEB press release announcing in its 2010 Annual Report that *Racial Discrimination is Alive and Well in the Federal Government*. A number of media outlets picked up the release including *Minority News* powered by the Blackradionetwork. The *Philadelphia Sunday African American Community* paper at philasun.com picked up the release March 6, 2011.

July 5, 2011 - C4C issued a press release responding to legislation proposed by Senators Lieberman and Cardin to punish Russia for violations of international human rights abuse.

July 12, 2011 - C4C issued a press release responding to an Equal Employment Opportunity Commission (EEOC) report that found Federal job discrimination complaints increased by 4 percent in fiscal year 2010 over the previous year. The C4C criticized the Obama administration for failing to acknowledge and address the problems of discrimination and retaliation in Federal employment.

July 14, 2011 - C4C issued a PRWEB press release citing the persistent presence of race discrimination in the Federal Government and agency leadership that is tolerant, and apparently supportive, of racism and retaliation. Citing the case at the Department of the Interior, C4C

described where an administrative judge ruled against Interior in a discrimination case, finding that a white supervisor (Craig Littlejohn) called African American subordinates "monkeys," interfered with the selection process of an African-American male and moved African-American employees out of the headquarters offices. (*Pierre v. Salazar* EEOC No. 570-2008-00625X). Despite the finding, leadership within Interior continued to appeal. In this press release, C4C called for President Obama to send a firm and unequivocal statement on the issue of racial discrimination in the Federal sector -- that it will not be tolerated and that managers will be held accountable for their misconduct.

July 23, 2011 - C4C issued a press release critical of the National Treasury Employees Union's National president's timid response to an EEOC report that discrimination complaints filed in the Federal workforce increased by nearly 4 per cent in fiscal year 2010 over the number of complaints filed the previous year.

C4C issued a press release exposing rampant discrimination at the Social Security Administration (SSA). The agency is currently beseeched by three discrimination class action law suits. The lawsuits include:

- *Taylor, et al. v. Astrue Commissioner, SSA* EEOC Hearing No 120-A3-0304X EEOC 120-A3-0305X;
- *Jantzet, et al. v. Astrue, Commissioner, SSA* EEOC Hearing No. 531-2006-00276X; and
- *Burden, et al. v. Astrue, Commissioner, SSA* EEOC Hearing N. 120-99-6378X

October 2, 2011 - C4C issued a press release urging the Commissioner of the Social Security Administration to resign in light of three on-going class action discrimination law suits against that agency.

December 14, 2011 - C4C issued a PRWEB press release on exposing Federal managers named as "Responsible Management Officials" (RMOs) in employment discrimination complaints and highlighted on the group's Facebook page. RMOs specifically found guilty of abuses include the following:

- Jana Brooks and Fred Fanning, Department of Commerce -- (*Lee v. Locke*) Civil Action No. 11-0358; Lawsuit pending. Office of Special Counsel (OSC) investigation completed (OSC File No. DI-10-0454). An OSC Investigation⁹ found Ms. Brooks and Mr. Fanning guilty of "mismanaging" asbestos conditions. Lonnie Kimball, Department of the Interior – Program Manager, Offshore Compliance and Asset Management. (*Stewart v. Kempthorne*) EEOC No. 460-2007-00084X. EEOC found Kimball guilty of race discrimination – bias in promoting cited in this non-selection case..

⁹ OSC's letter, dated June 10, 2011, to President Obama cites that Jana Brooks, Fred Fanning and Mario Aquino caused employees to be exposed to asbestos condition. Specifically, Mr. William Rekeauf (Associate Special Counsel) conveys results of an agency investigation finding that "DOC employees, contractors including Mr. Lee were subjected to impermissible levels of airborne asbestos. . ." [To view letter visit www.coalition4change.net link - Letters to our Leaders OSC Letter to President Obama Re: Public Officials (Fanning, Brooks, Aquino Exposing Employees to Asbestos)]

- Craig Littlejohn, Department of the Interior -- Chief Information Officer, Office of the Solicitor (*Pierre v. Salazar*) EEOC No. 570-2008-00625X. EEOC found Littlejohn guilty of racial discrimination and reprisal in this non-selection case.
- Katherine Thompson, Department of the Interior -- Assistant Regional Director for Business Services (*Robinson v. Salazar*) EEOC No. 550-2009-00090X. EEOC found Ms. Thompson guilty of discrimination when she did not consider an African-American female for a “GS-14 IT Manager position because of her “color, race, age, sex and or disability.”

C. Freedom of Information Act Requests

United States Government Accountability Office, dated April 18, 2011

The C4C sought information regarding the “reassignment” of a GAO senior executive after it became public that his office, the Forensic Audit and Special Investigations Unit, issued a report that contained “serious errors and inaccuracies.” The C4C requested information about that unit’s staffing levels and expenditure on salaries, training, and bonuses. The C4C received the requested material dated July 6, 2011.

E-Mail to National Archives and Records Administration, dated June 9, 2011

C4C sought Federal workforce separation data via the National Archives and Records Administration’s Office of Government Information Services (OGIS) after Rep. Donna Edwards failed to be responsive to constituents. OGIS was most responsive and successfully facilitated C4C obtaining from the Office of Personnel Management workforce separation data by agency for FYs 2005-2010 in August 2011. OPM data captured separations from Federal employment by termination, resignation, reduction in force, transfers, retirement, death and other “separation” categories. During FY 2012, C4C will analyze and report “termination” data by race. Findings will be posted at <http://coalition4change.org/reports.htm>.

Letter to the FOIA Coordinator of the Department of Labor, dated July 1, 2011

The C4C filed a Freedom of Information Act request with the Labor Department seeking the completed Senate Confirmation Questionnaire of James Taylor, that Department’s chief financial officer. This FOIA request was a follow-up to a July 10, 2010 letter to President Barack Obama bringing to his attention that three individuals nominated for senior positions in his administration had previously been named as “Responsible Management Officials” in employment discrimination complaints. James Taylor was one of the individuals named in the letter to the President. With the assistance of the Senate Committee on Health, Education, Labor and Pensions, the C4C obtained Taylor’s “Statement For Completion By Presidential Nominees-Part 1.”

E-Mail to the FOIA Coordinator Merit Systems Protection Board, dated September 1, 2011

C4C requested that the Merit Systems Protection Board provide “Case Management Hearing and Settlement Activity for FY 2009 and 2010.” C4C received data on September 16, 2011 FOIA Tracking No. CB11 – 416. The reports disclosed the following:

FY 2009

- Of the total 6,265 cases processed, MSPB dismissed 55.6% (3,485) of employee appeals.
- Of the 6,265 cases processed, only 11% (689) received a MSPB hearing.
- Average number of days to process appeals with hearings -- 141 days.
- Of the total 6,265 cases on appeal, 1,720 (27.45%) settled.
- MSPB adjudicated 1,060 (16.9 %) of the 6,265 complaints presented for appeal.
- Of the total 1,060 cases adjudicated, MSPB affirmed 81% (859); reversed 2.26% on procedural grounds (24); and reversed 14.1% on merit (150).

FY 2010

- Of the total 6,536 cases processed, MSPB dismissed 57.30% (2,791) of employee appeals.
- Of the 6,536 cases processed, only 10.5% (689) received a MSPB hearing.
- Average number of days to process appeals with hearings -- 148 days.
- Of the total 6,536 cases on appeal, 1,767 (27%) settled.
- MSPB adjudicated 1,024 (15.6 %) of the 6,536 complaints presented for appeal.
- Of the total 1,024 cases adjudicated, MSPB affirmed 76.66% (785); reversed 3.03% on procedural grounds (31), and reversed 17.7% on merit (181).

C4C posted MSPB data on its website at <http://coalition4change.org/reports.htm>

Letter to the Clerk of the Board, Merit Systems Protection Board, dated July 18, 2011

The C4C sought the Senate Confirmation Questionnaire of Anne Marie Wagner, Member of the MSPB. Ms. Wagner was confirmed on November 5, 2009 and serves as the Board’s Vice Chair, despite being named as a Responsible Management Official in an employment discrimination law suit. The C4C seeks to determine if Ms. Wagner was forthcoming during her confirmation by notifying the Senate of her involvement in a discrimination law suit. The C4C did obtain the requested material from the MSPB. The case subsequently settled.

Letter to the FOIA/Privacy Act Officer at the Department of Agriculture, Farm Service Agency, dated November 9, 2011

The C4C sought information on three employees of the Department of Agriculture, Farm Service Agency.

Letter to the FOIA/Privacy Act Officer at the Department of the Interior, dated November 17, 2011

The C4C requested documents from the Department of the Interior regarding the employment status and any disciplinary action taken against Interior employee Craig Littlejohn. Littlejohn was named as a Responsible Management Official in an employment discrimination law suit. The *Washington Post* reported in an August 26, 2010 article that Littlejohn in his capacity as an Interior manager referred to his African-American subordinates as “monkeys.” The judge hearing the case stated that Littlejohn’s comments were “...intentional, deliberate and simply deplorable.” The C4C received a response from the Department dated December 19, 2011, that the Department was unable to respond within the limit limits established by FOIA due to a backlog of requests. The Department noted that the request was being processed.

D. Social Media

During 2011, C4C members continued to use social media to educate the public about racism and reprisal in the Federal Government.

Twitter

To reach more present and former Federal employees, and to bring increased and timely attention to issues of concern to our organization, in 2011 C4C established a “twitter” account.” @ C4CFED. Presently C4C is following 48 and has 24 twitter followers.

Websites

In 2011, C4C continued to maintain its internet presence with two separate websites.

Website: Coalition4Change.Net - The .Net site was established as a BLOG site. However, in addition to providing an avenue for information exchange on Federal employee race and reprisal topics, this site also houses the organization’s newsletter entitled the *Federal Thermometer*.

Website: Coalition4Change.Org – The .ORG site is maintained as C4C’s primary and most popular site. The site, which serves as an information portal for individuals seeking self-help information on how to address race and retaliation matters in the federal sector is found at www.coalition4change.ORG. The site includes the following linked pages: homepage, about us, exposed, RMO, public interest, news, links, FAQs, and cases. Notably, two of the most visited links on the site is the RMO link and the Public Interest link. The latter link identifies various class actions filed within the Federal sector and the RMO link identifies responsible management officials named in employment complaints that were found to have merit. At the end of 2011, an estimated 189 RMOs were recorded on the site.

Below is a comparison of the .ORG website activity for 2011 and 2010, respectively.

2011			2010		
Month	Number of visits	Hits	Month	Number of visits	Hits
Jan 2011	517	3,913	Jan 2010	415	2,073
Feb 2011	675	5,090	Feb 2010	479	3,080
Mar 2011	632	3,794	Mar 2010	685	4,472
Apr 2011	561	4,181	Apr 2010	808	5,083
May 2011	696	4,196	May 2010	582	3,604
Jun 2011	864	4,198	Jun 2010	516	2,864
Jul 2011	1,069	4,596	Jul 2010	512	4,373
Aug 2011	921	4,973	Aug 2010	469	3,637
Sep 2011	869	4,798	Sep 2010	642	4,802
Oct 2011	1,025	6,630	Oct 2010	603	4,010
Nov 2011	803	4,625	Nov 2010	564	3,539
Dec 2011	825	6,064	Dec 2010	507	2,988
Total	9,457	57,058	Total	6,782	44,525

FACEBOOK

At the end of 2011 the C4C added to its presence on FACEBOOK by establishing a “Responsible Management Official FACEBOOK” page at <http://www.facebook.com/C4CFED>. The page provides both photos and narrative of public officials named in employment lawsuits found to have meritC4C connected with the Prince George’s Chapter on FACEBOOK

Youtube

During 2011 C4C also posted three YouTube videos. They are as follows:

- *Racism In the Federal Government A-Z* - The video, approximately five minutes long, highlights various class actions, blatant acts of discrimination and reprisal throughout the Federal sector. (The YouTube video captured the attention of viewers on the Smiley & West Speak out Network. It was subsequently uploaded on the Network and cited as being a must view video.
- *EEOC: Racism In the 21st Century* - Through illustration of the case Bland vs. Geren,¹⁰ the YouTube video exposes how the Equal Employment Opportunity Commission failed in its mission to provide fair redress for a female African-American paramedic facing employment discrimination in the U.S. Department of Army’s Ft. Belvoir workplace in Virginia. As detailed in the video, the African-American employee began receiving death threats after she blew the whistle on alleged internal hospital violations. Officials from Ft. Belvoir’s Army command and the Federal Bureau of Investigation were unsuccessful in finding the perpetrator of the documented hate

¹⁰ Emma J. Bland vs Pete Geren, Secretary, Department of the Army - Petition No. 0320080074

crime. Despite the egregiousness of the case, which included a “mutilated Aunt Jemima doll” in the employee’s end box and several documented racial epithets including “kill the nigga,” the Army failed to identify the perpetrator and, instead, removed the employee for “*failure to maintain a regular and predictable work schedule.*” EEOC ruled that while the “*incidents were reprehensible and contributed to the petitioner’s psychological condition she has not shown that her removal was based on her race, gender, or in retaliation for engaging in EEO activity.*” EEOC ruled for the agency in this case.

- *RMO Page* – The animated video introduces C4C’s “Responsible Management Official” page. In addition to being captured on YouTube, world news picked it up at http://wn.com/the_coalition_for_change_inc_c4c

Blogging

C4C continually blogs to bring exposure to racism and reprisal in government. The following lists a few of the many C4CFED posts:

Origin	Article Topic	Article Date	C4CFED POSTING
CBS News “60 Minutes”	Al Sharpton, the “refined” agitator	May 22, 2011	C4CFED: “ <i>Notably C4C, a proactive non-profit organization comprised of former and present employees who have been injured or ill-treated due to workplace discrimination and/or reprisal, will continue to demand accountability from this administration. Duly, we note that the systemic problem of race discrimination in the federal government was passed onto President Obama. Managerial retaliation and the hostile treatment of civil servants who are to uphold the public trust, has been a long-standing problem. Silence, however, is not an option. It only flames the fire of economic oppression that many in the African-American community face.</i> ”
Jobmouse	Federal Employees More Likely to Die than Get Laid Off or Fired	July 19, 2011	C4CFED: <i>Minorities and those who expose civil rights and other violations in the federal workplace rarely enjoy the option of dying in office. Rather, our records disclose that such employees are wrongfully labeled “poor performers” and swiftly removed from federal service.</i>
Federal Times	Managers should be wary of running afoul of No Fear Act	October 31, 2011	C4CFED: <i>Based on available EEOC and agency NO FEAR data, the rate of actual disciplinary action “imposed” on federal managers because of discrimination or reprisal seems low. Civil servants, some victims of managerial reprisal, are fully aware that no “mandatory discipline” is imposed on culpable managers who engage in civil rights violations. The Coalition for Change, Inc. (C4C) members assert that managers who engage in discriminatory/retaliatory activity should be exposed. Hence, the group established a Responsible Management Official “RMO” page. RMO page lists persons named in employment discrimination court proceedings, published articles, or administrative case proceedings.</i>
CNN Politics	First African American policy	Nov. 9, 2011	C4CFED: <i>The Coalition For Change, Inc. (C4C) invites the President to do an Executive Order mandating discipline for</i>

	conference held at White House		<i>public officials who discriminate. Internal discrimination federal sector policymakers continue to negatively impact the public. African-Americans, other minorities as well as non-minorities who expose such injustice are often negatively targeted. Civil servants, who operate with integrity on such issues, too often face retaliation including termination.”</i>
Occupy News: For the 99%	Occupy Washington DC: Stop Government Corruption and Retaliation Against Whistleblowers	Dec. 18, 2011	<i>C4CFED: The federal government continues to protect managers and supervisors who discriminate and retaliate against federal employees, in particular African-Americans and almost any person with integrity who stands against workplace civil and human rights violations. Internal discrimination in the workplace impacts how and to whom our government apportions federal goods and services. Practically every major cabinet agency has had a race based class action.....”</i>

E. Support

Staying true to its mission and origin, C4C continued to serve as a valuable resource and support group for present and former Federal employees in need of emotional, spiritual and informational support. We maintained information to let public servants of African descent know they were not alone and to provide an online support community to bring people together around employment discrimination challenges. Our members seek to provide concise, up-to-date information, offer pathways to help and a meeting place for present and former African-American federal employees, most impacted by race discrimination.



Most notably during 2011, C4C members supported our member Ms. Arthuretta Holmes-Martin who litigated an employment discrimination case against HHS (*Holmes-Martin vs. Sebelius.*) Members attended the trial and offered fellowship to our C4C member. * Only about 3% of Federal employment cases ever make it to trial.

The C4C responded to numerous emails and telephone messages from African-Americans alleging hostile workplace treatment and discrimination. For example, C4C received the following e-mail notice from the daughter of a woman, a 30-year Federal employee, who had reported retaliatory treatment after filing an EEO complaint as an employee of the USDA. In the e-mail dated 2/15/2011, the daughter wrote the following:

“...mother died tragically and unexpectedly, due to what we believe was stress associated with her case. The USDA was trying to fire her AGAIN and in the midst of fighting those bullies she had what we believe was a Pulmonary embolism. She died suddenly on July 14, 2010. Our family is devastated and we are still fighting for her justice.”

To provide a mechanism of exchange for our members and those seeking our assistance, we held the following support and brainstorming meetings.



February 16..... Tele-Conference of C4C Leadership
 March 12..... First Quarter Meeting
 April 9..... Special Planning Meeting for C4C Leadership
 June 18..... Second Quarter Meeting
 July 14..... Tele-Conference of C4C Leadership
 August 20..... Third Quarter Meeting
 October 3..... Tele-Conference of C4C Leadership
 November 5..... Fourth Quarter Meeting

F. Other Notable Accomplishments

- C4C attended the Center for Agency Progress forum—“*Everybody Isn’t Obama: Black Men and Social Policy.*” The forum, with opening remarks made by Representative Danny Davis, addressed the obstacles Black males face in 2011. C4C pamphlets were circulated. C4C’s founder, Tanya Ward Jordan, spoke with Dr. Michael Eric Dyson, who expressed interest in having the topic of racism and reprisal in the Federal sector on his radio show. Founder Jordan spoke briefly with Representative. Davis about the plight of Black Federal workers. A copy of C4C’s 2010 Annual Report was presented to Rep. Davis.
- C4C Founder Tanya Ward Jordan was invited to discuss the need to establish C4C as a support group for Black Federal employees facing racism in the Federal sector and the persistent presence of retaliation on *4JusticeRadio*.
- C4C President Philip Taylor was invited to discuss the C4C and employment discrimination in the era of the Obama Presidency on internet radio station KJM.
- C4C Founder Tanya Ward Jordan spoke about discrimination on July 18, 2011 on Black Agenda Radio.
- C4C members attended the “*Black Psychiatrists of America’s Mental Health Status of Black America Forum.*” The forum, with introductory remarks made by Rep. Elijah Cummings, focused on workplace stress resulting from employment discrimination and reprisal. C4C leadership provided Rep. Donna Edwards and the audience with information on C4C activity and with a brochure citing concerns with Equal Employment Opportunity Commission entitled: *Does Corruption Exist Within the Equal Employment Opportunity Commission?*

- C4C members attended a panel discussion sponsored by *The Washington Post*, “A Discussion on Race and the Recession in Metro Washington.” The panel covered the recession’s impact on local Black families and examined how economic policies in D.C. have affected African-Americans. During the event, C4C Founder Ward Jordan raised the concern of racism and reprisal in the Federal Government and the resulting impact on the Black family. At the event C4C’s Founder presented Congressman Emanuel Cleaver (Chair, Congressional Black Caucus) and Jared Bernstein (former Economic Advisor to Vice President Biden) with a copy of C4C’s 2010 Annual Report.
- C4C issued its inaugural issue of the “*Federal Thermometer*,” a quarterly newsletter discussing ways for African-American Federal employees experiencing hostile work environments to improve their mental and spiritual well-being.
- The *AFRO* newspaper interviewed C4C’s Founder and issued an article capturing concerns of The Coalition For Change, Inc. (C4C). Article dated August 24, 2011 entitled: *Local Woman Fighting for Equality in the Workplace*. Coverage regarding C4C activity was shared across the United States and captured in several other papers such as *The Hampton Roads Voice* September 8 - September 14, 2011, p.15 and *Greater Diversity News* (Wilmington, N.C.) the week of September 1 - September 7, 2011, Volume XXIV, No. 35.
- C4C Leadership met with Tom Devine, Legal Director of the Government Accountability Project, to discuss pending whistleblower protection legislation before the 112th U.S. Congress.
- C4C attended the Congressional Black Caucus conference event sponsored by Representative Maxine Waters.
- C4C initiated a petition on the White House page requesting that managers found guilty of civil rights violations be held accountable via discipline.
- C4C attended the book signing of Dr. Marsha Coleman-Adebayo at Busboys and Poets, Washington, D.C. C4C Founder Ward Jordan addressed the audience informing them of the C4C support group and the need for Federal workplace accountability.
- In 2011, C4C released its first annual report which captured accomplishments of 2010. The report was recognized by the Foundation for Job Creation.
- On September 22, 2011, C4C was invited to participate in a Black Elected Officials roundtable sponsored by Rep. Donald Payne and Rep. Emmanuel Cleaver.
- C4C attended Rep. Donna Edwards’ open house on Feb 22, 2011. C4C Founder Ward Jordan provided Rep. Edwards with a copy of C4C’s *2010 Annual Report* and inquired about the lack of support C4C received from Edwards’ office regarding aid in obtaining Federal employee “separation” data from the Office of Personnel Management. [C4C later obtained separation data after working with personnel from the National Archives.]
- C4C supported Black farmers and the USDA Coalition of Minority Employees “filibuster” event to bring attention to pervasive racism within USDA that continues to negatively impact Black employment and the fair distribution of agency services. Founder Ward Jordan, who discussed the origin of the C4C support advocacy group as well as the culture of racism and reprisal in the Federal Government, joined other “Filibuster” panelists, including Mr. Lawrence Lucas (President of the USDA Coalition of Minority Employees), Dr. Marsha Coleman-Adebayo (Chair-No FEAR Coalition), Attorney Joesph Gephardt (Gephardt & Associates) and Ms. Michelle Peyton (Region XI–Blacks In Government President 2011).




C4C Founder Ward Jordan, pictured extreme right stands with Dr. Marsha Coleman-Adebayo (Chair-No FEAR Coalition), Attorney Daniel Gephardt (son of Joseph Gephardt with Gephardt & Associates), Mr. Lawrence Lucas (President of USDA Coalition of Minority Employees) and Ms. Michelle Peyton (Region XI-Blacks In Government President 2011).

III. List of C4C Officers

- Founder.....Tanya Ward Jordan
- PresidentPhilip Taylor
- Treasurer.....Willie Berry
- Diversity Chair..... Michael A. Castelle, Sr.
- Outreach Chair.....Milton Hill
- Health and Wellness Chair.....Arthuretta Holmes-Martin
- EEO Chair.....(Vacant)
- Management and Organization Chair.....Cecil Paris
- Communications Chair.....(Vacant)
- Civil Rights Chair.....Paulette Taylor
- Congressional and Media Chairs.....Philip Taylor and Tanya Ward Jordan
- Legal and Legislative Research Chair.....Diane Williams

IV. Contact Information

Telephone Number	866-737-9783
Websites.....	http://www.coalition4change.org
	http://www.coalition4change.net
E-mail Address.....	c4c@coalition4change.org



Mailing Address: The Coalition For Change, Inc.
 P.O. Box 142
 Washington, D.C. 20044