



EO/ERG	Presenter	Recommendation
NextGen Network @IRS	James Miceli, President	NextGen can play an important role as the IRS moves towards Future State. We are a ready group of millennials (and millennials at heart) who can provide valuable generational diversity on Future State design teams. We can provide feedback on new online tools that IRS is rolling out to the public. Our long-term goal is to play a key role in IRS' succession planning by preparing the next generation of leaders with a broad network and career experience across the IRS.
Greater Cincinnati Deaf and Hard of Hearing in Government	Ed Turner, Immediate Past President	GCDHHIG recommends the removal of the marginalization of the Deaf IRS employees in all centers.
Society of American Indian Government Employees	Coralee Mackay, National IRS Point of Contact and the SAIGE UT Chapter President	SAIGE IRS can help employees get involved and make a difference. The impact of the Ogden Mentor Protégé program is an example, and participation in recruitment during annual SAIGE IRS trainings is another way to strengthen our diverse workforce. SAIGE IRS specifically can help with countering the shrinking number of American Indian/Alaskan Native IRS employees. To accomplish this goal I would like to ask for your assistance. Although previously many employees were involved in our programs I see an alarming trend of employees previously dedicated and engaged that no longer volunteer. These effective leaders believe in their services, yet leave because they do not feel the IRS values their contribution when they are forced to use their valuable personal leave. From the Ogden mentoring program to attendance at conferences, it is a tremendous burden to use one's own on personal leave and funding to support the IRS, and the very limited administrative time provided does not begin to cover the actual time spent. These successful programs will end if employees cease to participate, which will stop them from aiding IRS employees. IRS needs to invest in these leaders if they are serious about employee involvement. I am asking that the IRS provide additional administrative time and resources to employee organization leaders so that we can continue our work to benefit the Service.



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Federally Employed Women	Wanda Killingsworth, National President, FEW	Instead of a recommendation for IRS Commissioner Koskinen to address, we looked at this from a different stand point in that FEW believes it can assist with the business of transforming the IRS to our Future State by continuing our support of the mission of the IRS and its strategic plan: Strategic Foundation for Organizational Excellence – Invest in our workforce and the foundational capabilities necessary to achieve our mission and deliver high performance for taxpayers and stakeholders. Be the best place to work in government by building a highly talented, diverse workforce and cultivating an inclusive and collaborative environment.
Visually Impaired Employee Workforce	Robert G. Westall, President	VIEW believes it has and will continue to assist in the business of transforming the IRS to our Future State by encouraging and spearheading inclusion, development and upward mobility across all Business Operating Divisions for Blind and Partially Sighted employees. BPS employees possess the background, education and ability to work and achieve success in many functional areas such as human relations, management and other positions rather than just answering customer service phone calls. VIEW has contributed previously by drafting a Mentoring Program for Employees with Disabilities that has been adopted at a few business operating divisions and hopefully will spread more widely across the enterprise with support of management. By supporting and encouraging the success and upward mobility of BPS employees we solidify our standing as a leader in diversity and inclusion and attract talented candidates from the private sector that enhances our Agency as a whole.
Association of the Improvement of Minorities in the IRS	Ja Rita S. Johnson, President	AIM-IRS believes it can assist with the business of transforming the IRS to our Future State by utilizing its network of chapters to innovate, recruit, train and mentor employees. In addition, AIM-IRS would also like the Commissioner to address what the IRS will do to support employee organizations in the Future State vision.



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Military Outreach for Service	Maureen A. Higgins, MOS Representative	My recommendation is; isn't there a way we could make this happen? Cut all the red tape and necessary program requirements and justly hire Veterans and mentor to ensure a lasting career with the Agency? How did we lose sight of hiring our disabled Vets by requiring that they belong to the necessary other programs first before being considered for a job?
Blacks in Government	Paula E. Davis, National BIG Corresponding Secretary and IRS-BIG-New Carrolton Chapter President	As the IRS Future State initiative moves forward to enhance business relationships, and meet the needs of our internal and external partners and stakeholders, IRS-BIG believes it can assist in this endeavor by: <ul style="list-style-type: none"> • Working closely with IRS management to ensure there is an equitable career development path for advancement that promotes details and training opportunities to enhance employee skill sets and workplace marketability. • Establishing a structured process to create a bridge from the clerical, management assistant or staff assistant position to a professional or technical position (analyst positions). Data statistics show that lower graded positions are generally occupied by minority employees. These individuals feel stuck with no opportunities for advancement. • Helping to reduce and eliminate job announcement "pre-selection." Pre-selection often occurs when a functional area has pre-determined who will be selected for a position. In many cases, the person who is selected is someone who has completed a detail in that area and has gained a skill set not readily available to others. This type of situation, although not necessarily intentional, is perceived to negate others from being able to successfully compete for the position.
Interactive Spiritual Partners for Internal Revenue Employees	Ron Fielding, President	Our recommendation for IRS Commissioner Koskinen is that all of the Employee Organizations can assist with the business of transforming the Future State of IRS by partnering with the Employee Organizations to engage their members. When I have participated in conversations about the future of the IRS, there isn't a lot of input from the attendees because they are conducted by a Management Official. However, I have noticed that when employees of Employee Organizations are contacted they respond with more opinions. I think because a discussion through an Employee Organizations is not as "official," allowing employees to feel more comfortable voicing their thoughts. Partnering with the Employee Organizations may provide a different insight into how employees feel.



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Hispanic Internal Revenue Employees, Inc.	Teresa Dominguez, President	HIRE believes we can assist with the business of transforming the IRS to our future state by: <ul style="list-style-type: none">• Assisting with barrier analysis for recruiting new hires and with interview panels.• Developing a cadre for an inclusive workforce. Offering best practices. <ul style="list-style-type: none">• Providing feedback about the impact of Future State changes from our members and the communities that our chapters serve.
Deaf Empowerment and Advocacy Forum	Vicki E. Lowen, President	The top priority is Deaf role models to promote as executives or managers because we are not aware that we have Deaf executives, directors or managers in the Office of Equity, Diversity & Inclusion, Human Capital Office, Wage & Investment, and other business units. Reducing the wastes of time/costs, employing the skills of IRS Deaf employees and expanding services for better work productivity are beneficial to the IRS, customers and employees.
Gay, Lesbian, Bisexual, Transgender Employees of the IRS	Bill J. Lipsett, IRS GLOBE Representative	IRS GLOBE believes it can assist with the business of transforming the IRS to our Future State by asking the IRS Commissioner to develop a specific message to each Employee Organization that does not have an annual conference showing a commitment to their issues of empowerment and inclusion.
Christian Fundamentalist Internal Revenue Employees	Richard Allen, President	CFIRE believes it can assist with the business of transforming the IRS to our Future State by assisting with the implementation of establishing a 30-minute ELMS class that can be used as a tool to educate new and existing IRS employees and managers on the benefits of joining an Employee Organization and Employee Resource Group, possibly as a ELMS Mandatory briefings.



Federal Muslim Employees	Teal Ellington, FME Representative	<p>Positive Image of Islam in the Workforce. One recommendation is to have a better communicating system of keeping the work environment positive during some of the negative information that the media is portraying about Islam. Our continuous goal is to educate and present ourselves as a positive role model for Human Excellence. You have to get to know us, to know that Islam is not presented when someone hurts someone. That does not represent Islam as a whole or us.</p>
Asian Pacific Internal Revenue Employees	Scott Michael, President	<p>ASPIRE believes it can assist in the business of transforming the IRS by redeveloping our Mentoring Program which will offer four types services to our members:</p> <ul style="list-style-type: none">• Mentoring Program- 9 month formal mentoring with a signed agreement by the mentor and protégé.• Package Review- A team that reviews member's packages and provides advice before they submit to the next level.• Mock Interviews- A team that provides mock interviews to members as needed.• Career Advice – This is more of an informal mentoring program where generally the mentor may spend up to an hour or two providing career advice. No signed agreement would be needed.