National President’s Message

By: Erika Broadwater

NAAAHR Family. The workplace has many advantages in the structure of corporate governance, compliance, structure, and values. Equally, it offers a sense of “community”, particularly when the company culture is healthy and thriving.

If we have learned nothing else from the past eighteen months, we have learned that, collectively, we have overcome Change. The global pandemic has forced everyone to submit to change management – regardless of race, religion, cultural background, sexual orientation, political views, or demographics. COVID19 cared about one thing, and one thing only – your health.

Vaccinated or Unvaccinated

Every company and business are looking for the right answer of how to bring their employees back to work safely, yet many struggle with the answer that would appease all. So, what is the solution? How do you bring your employees back to work in a safe environment, when there is a blend of vaccinated and unvaccinated?

I recently spoke with HR Leaders in a think-tank forum, discussing approaches that would ensure the confidence of employees returning to work safely, and not compromising their right to refuse vaccination, even if there are no medical reasons. While many, including myself, feel that unvaccinated employees expose everyone to a deadly virus; it is their right. Therefore, employers must be smart and sensitive at the same time. No matter what, this is a national health crisis that is not going anywhere anytime soon.

I’ll say again, NAAAHR continues to be Intentional about driving change. The 2022 National Conference “Breaking Barriers to Building Better” will deliver ways of intentional changes in the workplace.

“Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars”

~ Harriet Tubman
NAAAHR National Conference Updates

What to Expect! The word is out and registrations have begun. The USVI is waiting for your arrival, and so are we. With an exciting agenda, the 2022 National Conference has never been done before and will be historic.

Tuesday, February 22: All onsite guests arriving at the Island will convene at 2:00pm to tour from St. Croix to St. Thomas

Wednesday, February 23: All onsite guests will experience the “Taste of the Island” in downtown St. Croix with local vendors, wine and food tasting, shopping and live music. Settling the evening with cocktails and networking with Governor Albert Bryan, Jr.

Thursday, February 24: Annual Conference Kick-off with opening remarks, the Chapter Roll Call and Welcome Reception, Special Recognition to our Sponsors and back by popular demand - an onsite Mixologist

Friday and Saturday, February 25 - 26: A full agenda of workshops and breakout sessions focused on “Breaking Barriers to Building Better”, team building exercises using Meyers Briggs Type Indicators.

Saturday Evening, February 26th: Topping it off with our Signature Gala “The Beauty of Culture”.

Sunday, February 27th: A day of acknowledging our members and Chat with the Chairman.

“The Conference Registration for onsite guests in St. Croix USVI is all inclusive. Sponsors, Vendors, and Expo Business Partners are invited to invest in this ground-breaking Professional Human Resources Annual Conference.

To become a Conference Sponsor, Vendor or Virtual Job Fair Employer, please contact our Executive Director Ivan.Crosling@naaahr.org to learn more about the conference, please visit us online at www.naaahr.org

NAAAHR National Conference Updates

“80% of the reason people go to events is to network, to meet up with their colleagues, their friends, and their potential customers”

~ Adam Perry, Event Industry News
The COO’S Corner
by Christopher Lopez
NAAAHR Chief Operating Officer

Hello NAAAHR Family,

It has been some time since we have spoken. I hope that you are well and safe?

Today I am presenting to you an opportunity to enhance the next phase of the National Association of African Americans in Human Resources. We are growing leaps and bounds. We are looking for some Regional Leadership. If you are interested, please feel free to reach out to me.

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Regional Roles:
Northeast Regional Vice-President - Juna Pierre, MSHR, SPHR, SHRM-SCP
Mid Atlantic Regional Vice-President - OPEN
Southeastern Regional Vice-President - OPEN
Central North Regional Vice-President - OPEN
Central South Regional Vice-President - OPEN
Western Regional Vice President - OPEN

Mental Health & The Black Man
by Christopher Lopez, NAAAHR Chief Operating Officer

African American men are four times more likely to die by suicide than African American women are. Less than half of all Americans with a mental disorder get the treatment that they need. But the proportion of African Americans who need mental health treatment and get it, is only half that of Whites.

These past few years we have seen how the black man, good or bad, is treated in the eyes of the law, workplace, family and society.

• What are we going to do about it?
• We see how we treat ourselves and others when we are up or down.
• What are we going to do about it?
• Those that drink, smoke, take drugs and other things just to deal with the emotional stress that our pride places walls around.
• What are we going to do about?

I tell what we do! We Take ACTION! We change societies mind on who we are. We change the things we do that will make us feel better. WE STOP TORCHERING OURSELVES. WE SPEAK UP AND OUT.

My Brother’s Keeper is focused on six milestones: (Phi Beta Sigma Fraternity Inc. in Association with the Obama Administration)

• Getting a Healthy Start and Entering School Ready to Learn
All children should have a healthy start and enter school ready - cognitively, physically, socially, and emotionally.

• Reading at Grade Level by Third Grade
All children should be reading at grade level by age 8 - the age at which reading to learn becomes essential.

• Graduating from High School Ready for College and Career
All youth should receive a quality high school education and graduate with the skills and tools needed to advance to postsecondary education or training.

• Completing Postsecondary Education or Training
Every American should have the option to attend postsecondary education and receive the education and training needed for the quality jobs of today and tomorrow.

• Successfully Entering the Workforce
Anyone who wants a job should be able to get a job that allows them to support themselves and their families.

• Keeping Kids on Track and Giving Them Second Chances
All youth and young adults should be safe from violent crime; and individuals who are confined should receive the education, training, and treatment they need for a second chance.
NAAAHR Career Connections

Hot Jobs Posted for Immediate Diversity Hiring

Vice President Human Resources - Vivent Health - Milwaukee, WI

HR Director - Rubicon Programs - Richmond, CA

Deputy Dir of Human Resources - Massachusetts Office of the Attorney General - Boston, MA

Executive Director Diversity, Equity & Inclusion - Blue Cross/Blue Shield Association - Chicago, IL

Chief People Officer - Crew Carwash - Indianapolis, IN

HR Manager - The Marshall Project - New York, NY

HR Director - Judge Baker’s Children Center - Roxbury, MA

Employee Relations Specialist - Access Community Health Network - Chicago, IL

HR Consultant (Remote) - Nonprofit HR - Annandale, VA

Find these and other jobs at http://careerconnection.naaahr.org/jobs/

Get Your Resume Reviewed by Experts for FREE!

Your resume is your first impression to potential employers. As a job seeker, your resume should be current and stand out from the competition.

The National Association of African Americans in Human Resources FREE Resume Critique service allows you to get your resume reviewed by experts with the same critical attention as potential employers. These experts will ensure your resume outlines your strengths and emphasizes vital skills to increase your chance of getting an interview.

Update Your Resume Here and Get Noticed
NAAAHR Career Connections

NAAAHR has partnered with Carrington & Carrington, LTD. to identify the next Vice President of Human Resources for Vivent Health. View the JD at Career Connections and share with your local friends, colleagues, networks, etc. Encourage qualified candidates expressing interest in the opportunity to submit their resume/CV and a brief bio via email to:

Nelvia Brady-Hampton
nbrad@carringtonandcarrington.com

- Email Subject Line “Vivent Health VPHR”
- Inform Nelvia you were referred by NAAAHR
The Chairman's Corner

Stay Happy by Staying Connected

There is a saying “no one is an island.” During this pandemic many of us have felt alone and isolated. We have sought out counsel, support, and friendship of others to continue to lead happy, healthy and productive lives.

The Delta variant has now moved that saying in my opinion to a new level of potential isolation. We need to avoid the isolation and potential loneliness that according to the public health community could lead to more serious medical conditions including mental health.

Human resources professionals many times have to deal with employee relations issues that sometimes require a referral to an employee assistance program. These referrals are now including social isolation, mental health, trauma and other issues brought on by this pandemic.

These same issues and concerns also affect our NAAAHR family. This is a time that we need to double our efforts to reconnect with our members throughout our membership and offer encouragement, support and new and renewed friendship. A telephone call, a digital connection, written letter, or if possible, a face-to-face meeting.

These actions will go a long way in letting our members and the organizations we serve, that “no one is an island” but part of an organization that cares!

Nathaniel “Nat” Alston, Chairman of the Board

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The HR Gazette Podcast

with

Erika Broadwater, NAAAHR National President “What’s Actually Changed in Orgs Since George Floyd’s Murder?”

https://www.buzzsprout.com/65006/8910696