National President’s Message

By: Erika Broadwater

When two worlds come together, it can be frightening, enlightening, and surprisingly wonderful. Our partnership with JCI Oudtshoorn has brought together NAAAHr and Johannesburg South Africa in an effort to empower women of all social and economic backgrounds.

Blacks in Africa and America Like so many of us, we have always searched for the truth, how did Blacks truly leave Africa and who truly is to blame? Far too many parts of our history are left in dark corners, while other parts are fabricated to ease the feeling of the ones who try to tell the stories. Yet, here we are; two phenomenal nations of people with a history that has stood the test of time.

When Michelle Brewer, our SVP of Operations and Logistics, and I were asked to speak at South Africa’s JCI National Organization webinar for empowering women, it felt like our two worlds were coming together. In this frame, I mean South African women joined with African American women. It was during this webinar that I truly felt we, as black women, can and should empower each other.

For Centuries, women were the ones passing down family stories, being the first educators of their children, and that should never be dismissed. When women empower women, we are a dynamic force. Much more, when it is black women empowering other black women. Michelle and I were thrilled to be part of this experience and hope that our sisters in South Africa agree that we must continue to “Break Barriers to Build Better”.

The 2022 National Conference “Breaking Barriers to Building Better” will deliver ways of intentional changes in the workplace.
Have You Ever Attended A Hybrid Destination National Conference? 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.

“We have the ability to achieve, if we master the necessary goodwill, a common global society blessed with a shared culture of peace that is nourished by ethnic, national and local diversities that enrich our lives”

~ Mahnaz Afkhami
(Iranian-American Human Rights Activist)

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
HR Policies & Women’s Ability to Live a Balanced Life by Kay-Dee Mashile of JCI Oudshoorn

It is often wondered how women who seemingly “have it all” are able to balance their social and professional lives without having one or both suffer under the pressure these women endure daily. The laws that govern how women work, globally, are changing at snail pace. On the second edition of the JCI ODN Webinars, the newly established all-female virtual chapter under the South African JCI national organization hosted the National President of the National Association of African Americans in Human Resources (NAAAHR), Ms. Erika Broadwater and Senior Vice President of Operations and Logistics at NAAAHR, Ms. Michelle Brewer. With both speakers being well versed in the issues of Human Resources and employment conditions, the webinar sought to unpack how working conditions can be better adapted for women to be encouraged and enabled to build successful lives in and out of the office.

The first speaker, Ms. Michelle Brewer shared the following points in efforts to help women live a more balanced life:
1. Always remember to pray and/or meditate at the beginning of your day.
2. Set your schedule for the week according to your goals.
3. Practice being present and stay focused.
4. Find accountability partners (mentors and advisors).
5. Have fun and celebrate your milestones along the way.

This, she reckons, requires weekly goals that one can divide into the days of the week and the hours in each. One other key learning from Ms. Brewer’s address is that all things boil down to how one prioritizes and divide their work. Moreover, one needs to be certain on what is of immediate importance vs. what can be achieved later. Lastly, she encourages women to do at least one relaxing exercise a week. This could be painting your nails, enjoying a glass of your favorite drink or reading for leisure.

NAAAHR National President, Lady Erika Broadwater spoke under the topic “Creating a More Just Workplace”. Her address was focused on the following key points:
1. Organizational culture influences diversity of talent
2. Tips for organizations to limit bias
3. Human resources policies on diversity, equity and inclusion
4. Five HR strategies to transition into a more diverse, equitable, and inclusive workplace.
   • Conduct a cultural assessment
   • Establish workplace values and norms
   • Review recruitment, selection, advancement and exit process
   • Develop policy and review with employees
   • Monitor, reward and hold employees accountable

In her address, Lady Erika Broadwater emphasized the structural preparation necessary for organizations to support their female employees. Moreover, she notes the need for organizations to promote a culture of training stuff members as an important support function for managers as leaders need cooperation from their teams in order to execute their goals and deliver. Watch the whole webinar here for more tips and information.

The COO’S Corner
by Christopher Lopez
NAAAHR Chief Operating Officer

Hello NAAAHR Family,

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?
NAAAHR Career Connections
Hot Jobs Posted for Immediate Diversity Hiring

**Human Resources Director** - Horizon Actuarial Services, LLC - Silver Springs, MD

**Sr. Human Resources Business Partner** - Tobii Dynavox - Pittsburgh, PA

**Human Resources Director** - City of Newnan - Newnan, GA

**Director, Recruiting** - Feeding America - Chicago, IL

**Chief People Officer** - Los Angeles County - Los Angeles, CA

**HR Service Manager** - RAND Corporation - Washington, DC


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

**People & Culture (HR) Manager** - Cooperative Development Institute - Virtual/New England

**Sr. Manager People & Culture** - Terabase Energy - Remote, CA

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](http://careerconnection.naaahr.org/jobs/)

NAAAHR has partnered with Carrington & Carrington, LTD. to identify the next Vice President of Human Resources for Vivent Health. Please take a look at the attached PD 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

The 3rd Annual L.O.V.E. Is The Answer Day is a global event we are supporting. On this day, teams of people all over the world will be painting murals and other art and participating in other team/community building activities at the same time. The murals and other art will all have the same theme – putting L.O.V.E. into action in their community. This will be a great platform for our chapter members to get involved in the community. This will also be the ultimate global team building opportunity. [https://loveistheanswermovement.com/lita-day/](https://loveistheanswermovement.com/lita-day/)

Over the past 2 years we have strongly supported AJ Ali and his documentary “WALKING WHILE BLACK - LOVE IS THE ANSWER in many locations around the United States. Such places as Ypsilanti, Michigan, Washtenaw County, Michigan, Bucks County, Pennsylvania, Monroe County, New York, and soon Dallas, Texas and Atlanta, Georgia. I have seen the difference the film has made in the communities and in the lives of people that have seen it. Now we are moving to the next step in the support of this movement.

I am encouraging our chapter leaders and members to do the following:

1. **Watch the film**, “WALKING WHILE BLACK: L.O.V.E. Is The Answer,” and discuss it together in person or via videoconference.
2. **Reading the book**, “L.O.V.E. Is The Answer,” and discuss it together in person or via videoconference.
3. **Do the work.** Select one or more of the 25 action steps described in the book and putting L.O.V.E. into action. The putting it into action can be what I describe above in regards to LOVE IS THE ANSWER DAY.

We are committed along with AJ Ali in making a difference in our country and the world and I am asking your support in making LOVE IS THE ANSWER DAY a continuation of this MOVEMENT.

By: Nathaniel Alston, Chairman of the Board, NAAAHN