National President’s Message

By: Erika Broadwater

More than two-years of enduring a global pandemic; more than two-years of forced “change management” in the way we work and live; more than two-years of continued racial unrest. And now almost two months of being globally impacted by the War on Ukraine with a Russian dictator - for what? Compounded now with the unsettling display of credential attacking directed at Supreme Court nominee Ketanji Brown Jackson.

“Say Her Name” - Ketanji Brown Jackson, or KBJ if that’s easier for you to remember. This is a historic moment in US history in so many ways and on so many levels. From an HR perspective, is she being interviewed fairly? The answer is “No”. Has she been asked the same valid competency and credentialed questions as other nominees? The answer is “No”. Has the committee done their due diligence by aligning their interview questions to her extreme qualifications, reflective of the role she will be sworn into? The answer is “No”.

“Let’s Talk Qualifications” - Judge Ketanji Brown Jackson has demonstrated more imminently qualified over the last three (3) judges that have been sworn into the Supreme Court. Her pedigree far exceeds even the combined knowledge of many who are on the interviewing committee. She exemplifies the very qualifications that is required, no demanded of this highest level within the Judiciary office.

She is a woman, she is African American, she is well educated and profoundly accomplished. Is she “overqualified”, perhaps she is. Yet some members of the committee are discarding her credentials and expertise. As Sen. Cory Booker said: “How qualified do you have to be?” We must “Breaking Barriers to Building Better”.

“One of the lessons that I grew up with was to always stay true to yourself and never let what somebody else says distract you from your goals.”
- First Lady Michelle Obama

“You don’t make progress by standing on the sidelines, whimpering and complaining. You make progress by implementing ideas.”
- Shirley Chisolm
NAAAHR National Conference Updates

_Guess What - Our Onsite Registration Has Been Sold Out!_ We have truly outdone ourselves filling all onsite registrations in advance. That’s how enormously important and necessary this conference is and has become. The US Virgin Islands is welcoming NAAAHR National with open arms - private sector, public sector, and local businesses.

In fact, Governor Bryan, Director Richardson, and the teams we have on the Island are completely vested in the successful outcome of this conference. We will be entertained by the Governor and his entire “Black Cabinet” during our Networking event and touring historic parts of the Island - all before going into deep conference discussions.

The 2022 National Conference Committee has designed a full event program that will _“Break Barriers to Building Better”_; selecting specific leaders and industry experts; incorporating team building exercises on the beautiful Island of St. Croix. We have included a _“Young Professionals Summit”_ that will engage and empower early career talent in beginning their journey as the next generation of leaders. And for the first time ever, our Signature Gala _“The Beauty of Culture”_ will be held at the **St. Croix Castle** located on the highest hilltop of Christiansted, St. Croix USVI.

_VIRTUAL REGISTRATION IS STILL OPEN WITH ROOM FOR YOU!_

_ Reserve Your Spot Today!_ If you have any questions, or would like to discuss registration or partnership, please do not hesitate to contact Ivan Crosling (ivan.crosling@naaahr.org) or Lannisa James (lannisaj@gmail.com).
Why Attend The 2022 Conference?

Now in our 24th year, the NAAHR National Conference and Exposition is the only and largest conference dedicated to the personal and professional development of Black, Brown and African American Human Resources professionals.

Breaking Barriers to Building Better is not just our conference theme, it’s our mission and driving factor behind each session topic and speaker that were carefully selected:

• Addressing issues that are impacting businesses in every Country
• Attacking systemic racism and discrimination at all levels
• Understanding your own emotional intelligence with self-assessments and critical thinking sessions
• Building more culturally diverse workplaces and defusing stigmas
• Improving HR and Employee engagement through the pandemic and beyond
• And so much more respective to Diversity/Equity/Inclusion

We expect you will take back to your workplace or social network key learnings that will influence Breaking Barriers that will Build Better!
NAAAHR Career Connections

**HR Coordinator** - Green Canopy NODE - Seattle, WA
**Sr. Recruiter** - American Medical Association - Chicago, IL
**HR Generalist** - Oakton Community College - Des Plaines, IL
**VP of HR & Employee Experience** - Metro State University - Saint Paul, MN
**Chief, UVA Health HR** - University of Virginia - Charlottesville, VA
**Manager of HR & Employee Experience** - The Partnership Project - Remote, USA

Virtual Diversity Career Fair

Are you struggling to find Diverse talent, or working on your Diversity Recruiting Strategy? Either way, NAAAHR National has the answer for you! During our 2022 National Conference, we will be hosting the Virtual Diversity Career Fair (May 20th, 1:00pm - 5:00pm EST) for all employers globally.

**Target Careers:** Early Career/Young Professionals
Middle Management

**Target Profiles:** HR (Generalist Specialist, Management)
Business (Sales, Marketing, Finance, IT)

**How It Works:**
- Employers Register Online at: NAAAHR Virtual Diversity Career Fair (careereco.com)
- View Candidate Resumes
- Pre-Schedule 1x1 Interview Sessions
- Post Your Jobs Opportunities for Candidates To Apply: https://careerconnection.naaahr.org/

HR Content Coordinator - RSUI Group, Inc. - Atlanta, GA
HR Coordinator - AAAS - Washington, DC
Director of HR - The Night Ministry - Chicago, IL
Executive Coach - ClearRock, Inc. - Remote, USA
HR Generalist - Employee Relations - Harford Community College - Bel Air, MD
VP, Talent Management & Inclusion (Hybrid) - Pilot House Associates - Boston, MA
TA Manager - RSUI Group, Inc. - Atlanta, GA
Administration Manager - Foundation For A Healthy St. Petersburg - St. Petersburg, FL
Assistant Director, Employee Relations & Development - Stevenson University - Stevenson, MD

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

COVID Compliant Conference

![COVID Compliant Conference Banner](image)
The Chairman’s Corner

DISCRIMINATION CONTINUES!

By the time you have read our newsletter, Supreme Court nominee District of Columbia Judge Ketanji Brown Jackson would have been approved by the United States Senate as the first Black Women Justice on the United States Supreme Court. But her nomination has not been an easy hurdle. It was met with a variety of attacks by several Senate members of the Judiciary Committee. They criticized her judicial record, her womanhood, hair, and other unrelated issues. Their comments in front of a national media stage showed the division of this country when it comes to race.

Judge Jackson is highly qualified for the position of Supreme Court Justice and the attempts to disqualify her reminds me of earlier efforts by White Corporate America to disqualify or discriminate the hiring of Blacks in corporate positions such as the board rooms, senior level positions and in many cases, entry level positions. Back then it was the school you attend (HBCU), the name on your resume, and other forms of discrimination. We now see our women of color being discriminated based on them fitting into so-called mainstream America because of their hair.

The CROWN Act, which stands for “Creating a Respectful and Open World for Natural Hair,” is a law that prohibits race-based hair discrimination, which is the denial of employment and educational opportunities because of hair texture or protective hairstyles including braids, locks, twists, or bantu knots. The need for this law is an atrocity. There are twenty-nine municipalities that have passed the CROWN Act legislation, and eight states including North Carolina, Massachusetts, Illinois and several more are considering The CROWN Act. These states have either pre-filed, filed or formally introduced their own anti-hair discrimination bills.

Companies and even some government officials “do not do what is expected, they do when inspected” The fight goes on.

By: Nathanial “Nat” Alston, Chairman of the Board, NAAAHr