National President’s Message

By: Erika Broadwater

Great day NAAAHR family. I have to ask a question; does your company having a DEI purpose or are they just “Checking the Box?” I have been presenting at Podcasts, Webinars, Summits, and several D&I events on the topic of DEBI (Diversity, Equity, Belonging and Inclusion), and one of the questions I often ask my audience is if they understand “Belonging”.

I have to spend the bulk of my conversation on “Belonging” as it is completely different than “Inclusion”. Since October is National Breast Cancer Awareness Month (NBCAM), I’m going to challenge you to think about Belonging from the perspective of health and wellbeing for survivors and supporters.

Belonging – When you think about your workplace culture, do you stop to consider the survivors of breast cancer and the disguises we have to wear to fit in and feel like we “belong”? It took quite a while for my hair to naturally grow back, and still becomes challenging to care for because the strength and texture are different now. A senior leader asked me about wigs and hair pieces while I was delivering a presentation on “The Crown Act”, which told me that too many people make an immediate judgment, rather than take the time to understand the need for women to come to work in their “full” and “authentic” selves - a place where we should feel that we “belong”.

Take this month to celebrate NBCAM and make a conscious effort to ensure the women surrounding you feel that they belong!
WELCOME Huntsville AL Chapter!

Hello NAAAHR Family!

The pride and joy of the National Organization is swearing in and welcoming new Chapters as we continue to grow and expand. On Thursday, September 29, 2022, Erika Broadwater (National President) and Ivan Crosling (Executive Director), had the awesome experience of inducting our newest family - the Greater Huntsville NAAAHR Chapter.

The event kicked-off with an address from the Honorable Mayor Tom Battle, who presented the new Chapter President, Kris… with a “City of Huntsville, Alabama Proclamation”. Followed by the President/CEO of Huntsville Utilities, Mr. Wes Kelley, with a Welcome Address.

Topping off the event was a DE&I learning session led by Mr. Kenneth Anderson, Director of DE&I for the City of Huntsville. If you thought you knew all there was to know about Diversity, Equity and Inclusion, think again. He challenged our thinking and provided insight that had not been discussed in recent times, including our own hidden biases and judgements towards non-minorities. The support recognized and anticipated for the Greater Huntsville Chapter brings confidence in their growth projectile and longevity.

With that, we want to say welcome to: Dr. Krisshonna Brown (Chapter President), Dr. Kuraykin Rucker (EVP/Chief Operating Officer and General Counsel), Chris Robinson (VP Administration), Byron Thomas (VP Programs/Professional Development), LeTosha Scruggs (VP Finance), Kerri David (VP Marketing, Communications and Branding), and Alethia Jordan (VP Membership and Benefits).

To our current NAAAHR Leaders, please join us in welcoming the team and offer your support as they take this new journey and tireless work of love.
There are several ways you and your company can celebrate National Breast Cancer Awareness Month with your Employees!

- Wear a pink ribbon daily in October
- Hold a pink pumpkin contest
- Host a 50/50 fundraiser raffle “Lunch and Learn” with a breast cancer survivor
- Share “Beyond The Shock” resource
- Lead or organize a walk/run event
- Donation dress-down
- Collect scarves and hats
- Employee DIY fundraiser
- Cubicle/door/hallway decorating contest
- Provide education

Sharing these facts with your employees may save a life. Send them off in a newsletter, share this blog, or print a list to hang in the break room. The following facts are from the National Breast Cancer Foundation, Inc. and American Cancer Society, which offer excellent resources to learn more about breast cancer.
The Chairman’s Corner

QUIET QUITTING

The term quiet quitting was initially coined at a Texas A&M economics symposium on diminishing in September 2009. Although the term quiet quitting was coined in 2009, aspects of quiet quitting have existed in the workplace and popular culture.

In 2022, quiet quitting experienced a surge in popularity in numerous publications following a viral TikTok video. That same year, Gallup found that roughly half of the U.S. workforce was quiet quitters. A 2022 Gallup survey suggested that at least half of the U.S. workforce consists of quiet quitters.

The term “quiet quitting” has different shades of meaning depending on the source. While individual contributors might think in terms of otherwise “engaged workers setting reasonable boundaries”, their employers might see them instead as “slackers who are willfully underperforming”. Another perspective differentiates “quiet quitting” from "work-to-rule", positing that the primary objective of quiet quitting is not to disrupt the workplace, but rather to avoid occupational burnout and to pay more attention to one’s mental health and personal well-being.

The opposite of ‘quiet quitting’ is ‘quiet firing’, in which an employer deliberately offers only a minimum wage and benefits and denies any advances in the hope that an unwanted employee would quit. Just as the term “quiet quitting” was created to represent workers deliberately limiting the scope of their contributions to the company, the related term “quiet firing” has also come into usage to mean employers reducing the scope of a worker’s responsibilities to encourage them to quit voluntarily. “Quiet hiring” is another term that has been used to describe a strategy by employers to give additional responsibilities to hard-working employees.

It will be interesting to see where all this “Quiet” will end up. However, with the job market being in the employees’ favor, the term “quiet quitting” will be around for quite some time.

By: Nathanial Alston, Chairman of the Board, NAAAHRS