National President’s Message

By: Erika Broadwater

Season’s greetings NAAAHR Family! Here we are, at the end of another unforgettable year and so much to look back and pontificate on. Last year, I wished everyone a Merry Christmas, Happy Kwanzaa, Happy Hanukkah, Feliz Navidad, Joyeux Noël, Buon Natale, Feliz Natal, Salamat Natal and Geseënde Kersfees. In Ethiopia, I acknowledged the celebrate Gena with you! In Malaysia, in Jamaica, in the Philippines, in Asia, in Europe, in the UK and across the America’s, I sent wishes for Happy Holidays.

This Year—I want to acknowledge all of the Black and Brown students and young professionals of HBCU’s and HSI’s. Too often I hear HR Leaders making statements such as “scaling down job descriptions” to better attract such students. While I understand the intent, what it could imply is that our Black and Brown students and young professionals are not strong enough to compete in the talent market. But I say to my colleagues that, some of the hardest collegiate lessons we learn is how to survive, how to thrive, and how to prevail when all odds are against us. Graduating from an HBCU or HSI is more than obtaining a degree, it’s establishing a strong will and determination to succeed.

Be Encouraged Young Professionals—You have role models that rose above biases, and are now respected professional leaders. Dr. Carl Jefferson, NAAAHR’s Vice Chairman graduated from Morgan State University. William Rolack Sr., NAAAHR’s IPP graduated from SC State University. Erika Broadwater, NAAAHR’s National President and Christopher Lopez, NAAAHR’s COO both graduation from Cheyney University (the first HBCU). In addition, most NAAAHR Chapter Leaders have graduated from an HBCU. We pushed our way through to continue to climb the corporate ladder.

Have a Wonderfully Blessed Holiday!
NAAAHR Career Connections

Director, People Culture - Choose Chicago - Chicago, IL
Director of HR, Global Support Functions - Cooper Companies - Westport, CT
Manager of Client Service - Remote - Paychex
Director of HR, Employee Relations & Talent Management - Pima Community College - Tucson, AZ
HR Business Partner - WellPower - Denver, CO
Talent Acquisition Specialist - Mainstay Life Services - Pittsburgh, PA
Director Institutional Culture & Employee Experience - Syracuse University - Syracuse, NY

Recruitment Tips

On average, online applications have increased for jobs posted on National Association of African Americans in Human Resources. A key component of attracting niche talent to your job opportunity is understanding your audience’s preferences.

Did you know online applicants prefer applying to a direct email address? National Association of African Americans in Human Resources allows you to select how you will receive applications during the posting process. You can choose to accept applications through the job board, an external applicant tracking system (ATS), or direct email.

Reach qualified professionals with core industry skills when you post on National Association of African Americans in Human Resources. Use the “Direct Email Apply” option when posting your next job and appeal to more leading industry candidates.

African Queens Recognition and Awards Night

AFRICAN QUEENS RECOGNITION AND AWARDS NIGHT is an African-hosted awards night that sees the meeting of the greatest African and international minds with one focus: The growth and development of African Women through committed and integrity-driven leadership.

AFRICAN QUEENS RECOGNITION AND AWARDS NIGHT opens up the leadership platform to a wider African audience. The event aims to attract a minimum of 100 delegates on the day, who will come together to share their experiences, consider Africa’s development challenges in a new light, be inspired by some of the world’s most influential leaders, and also get a recognition award for all their contribution to this diverse continent.
NAAAHHR Partnership with JCI: About the Nominees

AFRICAN QUEENS RECOGNITION AND AWARDS NIGHT will feature top-notch African and international women achievers who have uniquely deep insights about our continent and its future as well as the changing world in which African leaders must compete in the 21st century. The nominees have been selected for their ability to provide the audience with game changing leadership lessons that have immediate and far-reaching relevance to African leaders of business, communities and countries.

Dear NAAAHHR

Congratulations!!
You have been nominated for an Award, under the category of Outstanding International Partner

10 December 2022
Killarny Country Club
Johannesburg
South Africa

HOSTED BY
JCI QUEENS
The Chairman’s Corner

Happy Holidays!

On the behalf of the National Board, I want to extend our sincere holiday wishes to all of our Chapter Presidents, Chapter Members, Lifetime Members, corporate sponsors, strategic partners, friends and all who have connected with our organization over the years.

As you celebrate the holiday season, many of us will also celebrate Kwanzaa.

As African Americans, Kwanzaa and its’ seven principles should be part of our core values. (Umoja) Unity (Kujichagulia), Self-Determination, (Ujima)Collective Work & Responsibility, (Ujamaa)Cooperative Economics, (Nia)Purpose, (Kuumba) Creativity and (Imani)Faith.

These principles instruct us as African Americans to unite together to honor the lessons of our past (24 years of NAAAHR), strengthen our communities and families (both our personal and NAAAHR family) and to be able to face our future with great optimism and joy (2023 celebrating 25 years).

The National Association of African Americans wishes our entire NAAAHR Global Community Happy Holidays and Happy Kwanzaa.

By: Nathaniel “Nat” Alston, Chairman of the Board, NAAAHR