Message from the National President
What’s Happening Nationally
Special Offer for Members Only
Save the Date! Nat’l Conference
Career Connections and HR Tips
Food For Thought – DE&I
The Chairman’s Corner

“There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right.”

Dr. Martin Luther King, Jr. American Minister and Activist

NATIONAL PRESIDENT’S MESSAGE

By: Erika Broadwater

Welcome To Black History Month

There are only 3 full months of the year that I love the most. December, because I tend to have my entire home decorated for Christmas immediately after Thanksgiving to enjoy the décor all month and into the new year. July, because it’s my birthday month and by far the best vacation month. And finally, February, were we pay homage to Black and Brown people across the nation. Yet, this year, we seem to be approaching Black History Month with several “not so celebratory” events in our nation’s history.

June 2023 Supreme Court Ruling – Beginning with the Supreme Court SCOTUS Ruling that found Affirmative Action Admissions Policies at Harvard University and the University of North Carolina to be deemed unconstitutional. We are seeing how the ruling is having an impact on companies DE&I initiatives and programs. Which begs the question, are we going backwards, or are there corporate interests to continue moving DE&I forward? On January 25th I had the privilege to moderate this very topic with Mandy Price (Lawyer, Co-Founder and CEO of Kanarys), Kendra Mack (VP of DEIB at Kanarys) and our very own Deidre Gwin (SVP of College and University Relations). It was not only an informative panel discussion, but it also provided business leaders and HR Practitioners with the knowledge necessary to drive compliance and equitable hiring practices.

Lincoln University of Missouri Tragedy – The suicide of Dr. Antoinette Candia-Bailey, VP of Student Affairs, rocked the HBCU community and beyond. She was terminated by the universities President John Moseley, indicating her alleged insubordination in allowing an ineligible student to work, obtain discounts, on housing rates, and failing to adhere to requirements in a grievance matter filed by two of her subordinates.

Days later, Dr. Candia-Bailey wrote a reflective letter back to President Moseley exposing months of harassment, bullying, differential treatment by her white colleagues while working under his administration. Her letter also complained of his lack of “hearing her” in every meeting they had. This is unacceptable and we also call for the termination (not resignation) of President Moseley. Say Her Name!
What’s Happening Nationally

Exclusive – Limited Time Offer for Active NAAAHR Members Only!
We’re excited to offer NAAAHR members an exclusive opportunity to advance your organization’s equity and inclusion efforts with a special offer. For a limited time, Kanarys is extending special pricing on its flagship Equal Opportunity Assessment (EOA) and AI Bias Audit services if you sign up by February 15, 2024.

NAAAHR members enjoy these exclusive discounts:
30% off your EOA or AI Bias Audit, or
45% off your EOA or AI Bias Audit when you commit to a multi-year engagement.

What’s included:
✓ Equal Opportunity Assessment (EOA): Gain a comprehensive understanding of your organization’s talent practices throughout the employee lifecycle, from recruitment and retention to promotion and compensation. Identify potential areas of bias and develop data-driven strategies to achieve true equity.

✓ AI Bias Audit: Ensure your AI-powered HR tools and processes used in applicant screening, candidate assessment, interview assessment, employee experience and performance management are fair and unbiased. We’ll analyze your algorithms and data for potential biases that could disadvantage certain groups, helping you build trust and mitigate risk.

Why choose Kanarys?
- Experts in equity and inclusion: Our team of experienced I/O psychologists and data scientists come from diverse backgrounds bringing deep expertise in empowering organizations to build fair and inclusive workplaces.
- Data-driven insights: We leverage data analysis and advanced technology to provide you with actionable insights and recommendations.
- Tailored solutions: We work closely with you to understand your unique needs and develop a customized action plan that drives lasting change.

Don't miss this opportunity to make a positive impact on your organization!
Take advantage of these exclusive NAAAHR member discounts by February 15, 2024 and partner with Kanarys to build a more equitable and inclusive workplace.

Please reach out to us at info@naaahr.org to take advantage of the offer.

You must be an Active Member for this offer!

Save The Date! 2024 National Conference
In 2020, Covid-19 brought DEI to the forefront of corporate conversations, but today we're seeing headlines questioning if DEI is dead. As a champion of DEI, I wonder if this is because corporations lack clarity on their goals. Is the aim to increase representation, diversify workspaces or both? It's important to "name" what you're trying to achieve. Representation requires an inclusive space in order to thrive, whereas diversity doesn't always require representation.

If the goal is representation alone, corporations may find themselves the target of SCOTUS' recent ruling. On February 28th, NAAAHR’s DEI committee will discuss the potential implications of SCOTUS’ affirmative action ruling in Higher Ed on Corporate Diversity initiatives and programs.

#DEI #corporatediversity #affirmativeaction #inclusiveleadership

– Tasliym Morales, Director at Large DEI & TA

**Employers Are Looking For You**

**Employee Relations & Compliance Specialist** – Thresholds – Chicago, IL  
**Managing Director, People & Culture** – Seattle Foundation – Seattle, WA  
**TA Business Partner** – City of High Point – High Point, NC  
**OD Officer** – City of High Point - High Point, NC  
**HR Technician II-III-Limited Team** – Valley Water – San Jose, CA  
**Assistant Director, Organizational Effectiveness** – Prinston University – Prinston, NJ  
**HR Analyst** – City of Santa Rosa, Santa Rosa, CA  
**HR Business Partner** – Carnegie Mellon University – Pittsburgh, PA  
**HR Business Partner** – Phaedon – Minneapolis, MN  
**Assistant Vice President for HR** – Goucher College – Baltimore, MD  
**Vice President, HR** – Blythedale Childrens’ Hospital – Valhalla, NY  

**Senior Manager Analyst (Benefits and Wellness Program)** – Valley Water – San Jose, CA  
**Manager of HR** – Illinois Holocaust Museum & Education Center – Skokie, IL  
**HR Manager** – Ross Stores – United States  
**HR Business Advisor** – JPMorgan Chase – Temple, AZ  
**Head of HR Corporate Centers, India, Managing Director** – JPMorgan Chase – Mumbai, India  
**Campus Intern – HR Talent Management** – JEDunn Construction – Kansas City, MO  
**Assistant HR Director** – Hyatt Hotels Corporation – Chicago, IL  

To learn more about these opportunities or apply online: [http://careerconnection.naaahr.org/jobs/](http://careerconnection.naaahr.org/jobs/)

**Simplify Your Hiring Process in 2024**

On average, online applications have increased for jobs posted on the [National Association of African Americans in HR Career Center](http://careerconnection.naaahr.org/jobs/). 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? The NAAAHR Career Center 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 the NAAAHR Career Center. Use the "Direct Email Apply" option when posting your next job and appeal to more leading industry candidates.

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**Representatives vs Diversity**

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The Chairman’s Corner

BLACK HISTORY MONTH

The National Association of African Americans in Human Resources (NAAAHR) recognizes the significance of Black History Month as a vital observance that sheds light on the rich and diverse contributions of African Americans throughout history. Black History Month, celebrated annually in February, serves as a dedicated time to commemorate the struggles, achievements, and cultural heritage of African Americans. For NAAAHR, this month holds particular importance as it aligns with our mission to advance the careers and promote the development of African American professionals in human resources and related fields.

BHM allows us to acknowledge the resilience and perseverance of African Americans throughout history. From the horrors of slavery to the civil rights movement and beyond, African Americans have faced numerous challenges and obstacles. By highlighting these struggles and achievements, Black History Month inspires individuals to recognize the strength of the African American community and its ability to overcome adversity.

Moreover, BHM provides an opportunity to celebrate the remarkable contributions of African Americans in various fields. From pioneers in science, like George Washington Carver and Mae Jemison, to influential leaders and activists like Martin Luther King Jr. and Rosa Parks, African Americans have played pivotal roles in shaping the course of American history. NAAAHR believes that acknowledging these contributions is essential for promoting diversity and inclusion in the workplace and society, as a whole.

BHM also serves as a platform for educating the public about African American culture, traditions, and heritage. It allows for the exploration of art, music, literature, and other aspects of African American culture that have enriched the tapestry of American society. NAAAHR recognizes that embracing diversity and cultural awareness is vital in fostering inclusive workplaces where all individuals can thrive. From an employment perspective, Black History Month underscores the importance of diversity and inclusion in the workplace.

BHM reminds organizations of the value of a diverse workforce and the benefits it brings, including increased innovation, creativity, and better decision-making. Furthermore, this observance encourages dialogue and conversations about racial equity and social justice. It prompts individuals and organizations to reflect on the progress made in combating racism and discrimination while acknowledging the work that still needs to be done. NAAAHR believes that open and honest conversations about these issues are essential for driving positive change in the workplace and society.

In conclusion, BHM holds immense importance from the NAAAHR perspective because it allows us to recognize the resilience, contributions, and cultural heritage of African Americans. It promotes diversity and inclusion in the workplace, fosters a deeper understanding of African American culture, and encourages discussions about racial equity and social justice.

By celebrating Black History Month, NAAAHR reaffirms its commitment to advancing the careers and promoting the development of African American professionals in human resources and related fields. This observance serves as a reminder of the progress made and the work that remains in the pursuit of equality and inclusion for all.

Nathanial Alston
Chairman of the Board
National Association of African Americans in Human Resources