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Nikki Giovanni
American Poet and Writer
NAACP Image Award Recipient

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“Deal with yourself as an individual worthy of respect and make everyone else deal with you the same way.”

NATIONAL PRESIDENT’S MESSAGE

By: Erika Broadwater

Self-Care Throughout The Month of May

There is so much to consider in the month of May. First and foremost, Mother’s Day. Let’s face it, none of us would be here without having a Mother! In addition, May is Better Sleep Month, Mental Health Month, National Walking Month and Women’s Health Month.

Taking Care Of Yourself Daily – We talk about mental and physical health, the balance of life and work, and ensuring that you take care of you first. But are we really doing it? African American women bear a disproportionate burden of cardiovascular disease (CVD) and cancer. The Links National Assembly conducted research showing 26 health issues presented within 5 groups, including cancer, CVD, pulmonary disease, chronic conditions, and behavioral health. For each issue, women indicated if it was a concern for “you/your family” or “the African American community” via checkboxes. Differences in the proportions for “you/your family” and “the African American community” were evaluated using the McNemar test.

Women, We Must Do Better – Hypertension was the most frequently endorsed concern for you/your family (79%); 73% indicated this was a concern for the African American community. Sickle cell anemia was the most frequently endorsed concern for the African American community (77%). Melanoma was the least endorsed health issue overall (15% you/your family, 55% community). Breast was the most frequently endorsed cancer concern, while lung was among the least. For 23 out of 26 health issues, the proportion concerned was greater for the “African American community” than for “you/your family”.

I want to encourage all Black and Brown women to stand together and fight the battle of disproportionate available and accessible healthcare. We must hold each other accountable to improve our health with better meal options, exercise and other physical activities, less smoking and drinking, and a more peaceful approach to challenging situations. Believe it or not, but stress adds to critical illnesses unnecessarily. Do something just for YOU!
What’s Happening Nationally

The 2024 NAAAHR National Conference "Connecting Yesterday to Tomorrow at the Intersection of Today" is by far one of the most notable events we will host that crosses every working class. We are excited to be returning to Norfolk, VA and share best practices to continue to providing quality HR content for your personal and professional development. NAAAHR is dedicated to pushing leaders to think future forward.

Join us in the beautiful city of Norfolk, VA at the Sheraton Norfolk Waterside Hotel as we continue the legacy, leadership, and linkage by having courageous conversations to re-imagine the future. Our speakers will empower, educate, and equip our attendees with the tools needed to take back to their workplaces and communities. Where else can you feel safe at a professional HR conference - only with NAAAHR!

The importance of this year’s theme is to bridge the legacy of yesterday and the innovation of tomorrow at the urgency of now! There are 5 generations in the workforce, all with different levels of experience, knowledge, and goals. Yet, there is still a gap in communication, collaboration, and connectivity. Let’s talk about it!

Who Should Attend
CEO’s, CDO’s, and Compliance Officers
HR and DE&I Professionals and Executives
Industry and Business Leaders
College and Early Career Talent
NAAAHR VIP’s and N.E.S.S. Members
Current and Past Partners and Sponsors
And Most Important Attendee…You!

Registration Is Now Open! [HTTPS://WWW.NAAAHR.ORG/PAGE/2024REGISTRATIONINFO]

National Board Member Opportunities
Are you passionate about driving change, fostering innovation, and shaping the future of human resources? We are growing and expanding our National Board of Directors and Young Professionals Boards. To learn more about open Board positions, please contact:

- National Board of Directors – please contact Chris.Lopez@naaahr.org
- Young Professionals Board of Directors – please contact Lauren.Ashley@naaahr.org
Transitioning into new roles or careers presents unique challenges for individuals from diverse backgrounds, ranging from systemic barriers to cultural adaptation. Understanding and addressing these challenges is essential for fostering inclusive environments where all employees can thrive.

Some of the top issues and solutions can be:

1. Unconscious Bias in Hiring and Promotion: Addressing unconscious bias requires ongoing training and education for hiring managers and decision-makers, as well as implementing standardized processes to mitigate bias in recruitment and promotion.

2. Lack of Mentorship and Sponsorship Opportunities: Organizations can implement formal mentorship programs that pair diverse employees with experienced mentors who can offer guidance and advocacy.

3. Cultural Adaptation and Integration: Employers can support employees with diverse backgrounds in their transition by providing cultural competency training and resources to help them navigate cultural differences effectively.

4. Imposter Syndrome and Self-Doubt: Employers can combat imposter syndrome by fostering environments of psychological safety where employees feel valued, respected, and empowered to contribute their unique perspectives.

5. Access to Professional Development Opportunities: Promote diversity and inclusion by offering equitable access to training, mentorship, and leadership development programs for all employees.

The NAAAHR Career Center is your direct connection to top Professional HR Talent!

The National Association of African Americans in Human Resources Career Center is your go-to resource for career development and advancement. Top professional employers turn to the NAAAHR Career Center to fill their niche roles with specialized talent - such as yourself.

As a job seeker on the NAAAHR Career Center you can:

- Browse jobs using robust filters to narrow your results to only those jobs matching your career requirements.
- Upload your resume/CV so employers can contact you.
- Apply to top professional jobs at companies searching for candidates with your exact skillset.
- Create job alerts and receive an email each time a new job that is posted matches your employment criteria.

(Don’t worry, you’ll remain anonymous until you choose to release your contact information.)

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

Your Direct Connection To Talent

Managing Director of HR – SAGE – New York, NY
Chief People & Culture Officer – Monterey Bay Aquarium – Monterey, CA (Hybrid)
HR Recruitment & Operations Manager – Shelton School District – Shelton, WA (Hybrid)
HR Representative – Hendrickson USA, LLC – Woodridge, IL
HR Business Partner – Tundra Oil and Gas – Calgary, Alberta, Canada (Hybrid)
Assistant Director, HR – City of Savannah, Savannah, GA
HR Analyst – Science Museum of Virginia – Richmond, VA
Sr. Director HR – NextRNA Therapeutics – Boston, MA

The COO Corner: Navigating Diversity in Job Transitions

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The Chairman’s Corner

Black Males in HR

The National Association of African Americans in Human Resources serves as a beacon for promoting diversity, equity, and inclusion within the HR profession. Despite strides made, the organization would greatly benefit from increased representation of African American males for several reasons.

Firstly, diversity within HR enhances problem-solving and innovation. African American males could bring unique perspectives and experiences to the table, enriching discussions, and decision-making processes. By reflecting the diversity of the workforce they serve, African American male HR professionals could better understand and address the needs of all employees.

Second, representation matters. Seeing individuals who look like them in leadership positions can inspire others from underrepresented groups to pursue HR careers. Increased visibility of African American males in HR roles not only attracts diverse talent but also fosters a sense of belonging and inclusion within the profession.

Furthermore, African American males in HR can help mitigate biases and stereotypes. Their presence at all levels of HR can promote fairness and equity in policies and practices, ensuring that diverse voices are heard and valued. This contributes to creating inclusive workplaces where everyone feels respected and supported.

Moreover, African American males would bring cultural competence and an understanding of the nuances of diverse communities, essential for effective HR practices. By leveraging their insights, organizations can develop strategies to recruit, retain, and develop a diverse workforce, ultimately driving organizational success.

Finally, NAAAHR and similar organizations offer invaluable networking and mentorship opportunities. Increasing the representation of African American males in HR not only expands these networks but also provides mentorship support to navigate career challenges and advance professionally.

In essence, by welcoming more African American males into the HR field, NAAAHR can further its mission of advancing diversity, equity, and inclusion, ultimately benefiting organizations, employees, and our society.

Nathaniel Alston
Chairman of the Board, NAAAHR

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