Greetings NAAAHR Family. The month of July is now upon us and that means – it’s 3rd quarter, the celebration of Independence Day, summer vacations, and a slow-down in human resources!

**During 3rd Quarter** - many leaders are reflecting on the first half of the year, hoping 2nd quarter earnings continue to grow, and anticipating the business needs to prepare for 4th quarter (or year-end) results. The criticality of 3rd quarter could lead to business ventures, predicting consumer spend, and decisions on employee development. I recently heard an employee express their concern with their company leaders “not” developing employees to progress their careers. Yet it is a functional responsibility of management to ensure their employees have the skills and tools needed to step forward. I challenged this individual to take his career into his own hands and invest in his professional development. You only hinder yourself when you do nothing.

**4th of July** - can appear to be controversial for African Americans at times. It is not our independence, that is certain. The fact that this country was stolen, not founded, is reality. Yet our barbeques bring caravans of family and friends both near and far; we celebrate the day with loud old-school music; we party all night watching fireworks brilliantly lighting up the skies; and we absolutely take advantage of the company given day off. So why is the 4th of July so controversial for African Americans? Learn your American history and you will clearly find the answer. The US literally celebrates the day “on us!”.

**Slow Down** - Human Resources in any function, is a very stressful profession. The summer is an opportunity for us to slow down, re-energize, and gear up for fourth quarter year end. *Enjoy your July!*
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
Industry and Business Leaders
College and Early Career Talent
Current and Past Partners and Sponsors
And Most Important Attendee…You!

Partnership and Business Expo Opportunities Are Available To Showcase Your Company, Business, and Services

New in 2024 – Corporate Sponsors Hospitality Suites Available! For more information, please contact us at info@naaahr.org

“No matter how much you’ve done or how successful you’ve been, there’s always more to do, always more to learn and always more to achieve.”

Barak H. Obama II
44th US President

Regular Rates Begin July 1st – September 30th 2024

Secure your registration now for the NAAAHR 2024 National Conference!
Visit our Registration Page

Don’t forget your Hotel Reservations!
The Sheraton Norfolk Waterside Hotel has a room waiting for you!
**Employers Are Looking For You**

- **Compensation Administrator** – Washington Metropolitan Area Transit Authority – Hyattsville, MD (Hybrid)
- **HR & Payroll Manager** – Presidio Knolls School, Inc. – (On-Site)
- **Chief People and Culture Officer** – Greater Lawrence Family Health Center – Lawrence, MA
- **VP, People & Culture** – Siena Heights university – Adrian, MI
- **Total Rewards Manager** – California Academy of Science s – San Francisco, CA
- **Sr. Manager-Learning, Leadership & Talent Development** – Land O’Lakes – Arden Hills, MN

**HRCI News for NAAAHR**

Prepare for Certification with NEW HRCI Cert Prep

**HRCI Cert Prep** is now available for all HRCI certifications 🚀

HRCI Cert Prep supercharges the preparation experience with a convenient and comprehensive digital learning system that helps you optimize your study time. If you want to test with confidence, **HRCI Cert Prep** is the smart way to prepare for success.

- On-Demand Learning 24/7 on Desktop or Mobile
- Learning Based on HRCI Exam Content Outlines
- Full-Length Pre- and Post-Test Practice Exams
- Single Sign-On with Existing HRCI Account
- Flashcards to Support Learning Retention
- Videos and Games for Engaged Learning
- Study Plan Tool Monitors Performance
- Progress Tracker Identifies Strengths and Weaknesses

Discount alert! Get $50 off HRCI Cert Prep when purchased with your HRCI exam and application fee.

Catch Up on HRCI Blogs

From the latest HR insights and employment news to HRCI Champion profiles and more, there is plenty of intriguing and educational content waiting for you on the HR Leads Business Blog.

Read more at [https://www.hrci.org/community/blogs-and-announcements/hr-leads-business-blog](https://www.hrci.org/community/blogs-and-announcements/hr-leads-business-blog)

**NAAAHR Partners Benefits**

Need to Get Certified? Save $75!

Use code **NAAAHR75** for **$75 off** aPHR, PHR, PHRca, SPHR, and GPHR exams.

Visit [https://www.hrci.org/promotions](https://www.hrci.org/promotions) for more details.

Learn and Save 20% on Over 230+ Courses and Certificates

Use code **NAAAHR20** on any HRCI Pro Series certificate or other Learning Center course to save 20%!

Already Certified? Credits for All NAAAHR Members

Find instructions on how to claim your NAAAHR credits [here](#).
NAAHR TEAM MEMBERS: ADVANCE YOUR EDUCATION ONLINE & SAVE
Boost your career potential with an affordable online degree.

If you’re a National Association of African Americans in Human Resources (NAAHR) team member or the spouse or legal dependent of one, you may be eligible to receive a discount of up to 25 percent* on out-of-state tuition for all undergraduate and standard graduate programs thanks to an alliance with University of Maryland Global Campus (UMGC), the nation’s largest online public university.

Choose from Programs in High-Demand Fields
- Business & Management
- Cybersecurity
- Healthcare & Science
- Data Analytics
- Human Resources
- IT & Computer Science
- ... and more

Benefits for Eligible Members
- Special pricing so you could save on out-of-state tuition
- Streamlined admissions with multiple start dates and no SAT® or GRE so you can start whenever you’re ready
- Flexible transfer credit policies so you can save money and finish sooner

Study Wherever You Are
Apply, enroll, and access all your classes and student services from your devices—virtually anywhere in the world.

1. 100 percent online courses
2. No-cost digital resources in place of textbooks in most courses
3. Virtual advising
4. Lifetime career services
5. Online UMGC library

APPLY TODAY! Scan the QR to learn more or contact cls@umgc.edu.

* For information about applicable discounts, eligibility, and exclusions, visit umgc.edu/naahfr.

1 SAT® is a trademark registered by the College Board, which is not affiliated with, and does not endorse UMGC.
The Chairman’s Corner

In the rapidly evolving landscape of the AI age, job success hinges on adaptability, creativity, and a keen understanding of technology. Here are some ground rules to thrive in this dynamic environment:

- **Continuous Learning**: Embrace a mindset of lifelong learning to keep pace with technological advancements and industry trends. Stay curious and seek out opportunities to expand your knowledge.

- **Tech Literacy**: Develop a foundational understanding of AI, machine learning, and other emerging technologies relevant to your field.

- **Adaptability**: Be prepared to adapt to changing job roles and requirements as automation and AI redefine traditional tasks. Flexibility and openness to new ways of working are essential for success.

- **Data Literacy**: Cultivate skills in data analysis and interpretation to extract meaningful insights from vast amounts of data. Understanding how to leverage data effectively is crucial in many AI-driven roles.

- **Critical Thinking**: Sharpen your critical thinking skills to evaluate the validity and implications of AI-generated insights.

- **Creativity**: Cultivate creativity and innovation to complement the analytical capabilities of AI. Focus on tasks that require human ingenuity, such as problem-solving, design thinking, and strategy development.

- **Communication Skills**: Effective communication remains essential in the AI age. Clearly convey complex ideas, collaborate with diverse teams, and translate technical concepts for non-technical stakeholders.

- **Ethical Awareness**: Develop a strong ethical framework to guide your decisions and actions in the use of AI technologies.

- **Risk Management**: Understand the risks associated with AI technologies, including biases, security vulnerabilities, and job displacement.

- **Collaboration**: Embrace collaboration across disciplines to harness the full potential of AI. Work closely with data scientists, engineers, designers, and domain experts to develop holistic solutions to complex problems.

- **Resilience**: Cultivate resilience to navigate the uncertainties and challenges inherent in the AI-driven workplace. Learn from setbacks, adapt to change, and maintain a growth mindset in the face of adversity.

- **Emotional Intelligence**: Recognize the importance of emotional intelligence in the workplace, particularly as AI assumes routine tasks. Develop empathy, self-awareness, and relationship-building skills to foster a positive work environment.

- **Continuous Improvement**: Commit to continuous improvement and refinement of your skills and knowledge. Embrace feedback, seek mentorship, and actively pursue opportunities for professional development.

By embracing these ground rules, you can position yourself for success in the AI age, leveraging technology to enhance your capabilities and drive innovation in your field.

Nathanial Alston
Chairman of the Board, NAAAHR