



January 19, 2021

First Minute of a New Day

As a long-time resident of Atlanta, where Martin Luther King Jr., Maynard Ferguson, and C.T. Vivian. and the Rev Joseph Lowery once lived, I see first-hand the legacy they left behind every day for all of us. Their teaching is precisely what companies, communities, and the country need to begin the painful process of unification and reconciliation.

During 2020, in which our values, aspiration, beliefs, and democratic institutions were tested, we once again witnessed two vastly different systems of justice in action. We saw first-hand just how true this is-- not only two weeks ago but also over the past two decades. This makes tomorrow's inaugural a day for truth, reflection, remembrance, and reconciliation. As Martin Luther King Jr. once said, *"We will not be satisfied until justice rolls down like waters and righteousness like a mighty stream."*

With the upcoming NAAHR Conference in February, we need to get everyone to take a moment to reflect on the demanding work that brought us to this moment. We must get all the attendees at the conference to remember that we all stand on giants' shoulders who were relentless in their pursuit of equality, fairness, and justice.

On February 25-28, folks across the country will attend our conference. After the conference, we'll need to bring compassion and justice back into our workplaces and begin the demanding work of thriving after multiple crises.

Make no mistake: None of this would be possible without the National Association of African Americans' unwavering support and dedication to diversity, equity, and inclusion. Together, we have come such a long way, but we still have so far to go.

Our goal during our conference should be to get young HR professionals to recommit to our fight for a more diverse, equitable, and inclusive workplace. As Black HR professionals, we must also be relentless in our pursuit of inclusion, equity, and social justice and continue working to create companies, communities, and a country that represents *all* of us.