



For 2024, Black History Month celebrates "African Americans and the Arts", exploring the influence that African Americans have had on music, visual and performing arts, culinary arts and culture. The Smithsonian Institution has

a plethora of celebratory events Click [HERE](#) for more information.

The National Women's History Month's theme for 2024 celebrates "Women Who Advocate for Equity, Diversity and Inclusion." The theme recognizes women throughout the country who understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions. Celebrate International Women's Day on March 8, 2024. Click [HERE](#) for more info.

Getting it from The Source



Greetings from
PAT HALL JAYNES,
SPHR, SHRM-SCP, CEO, THE HR SOURCE

In February and March, as we celebrate Black History Month and Women's History Month, we recognize and honor the contributions and achievements of African American and women trailblazers who have broken barriers and helped shape our society throughout history.

At The HR SOURCE, we recognize and embrace the importance of diversity and inclusion as a core value within our organization. Together, let's continue to create environments where everyone feels valued, respected, and empowered to thrive.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

FEBRUARY/MARCH 2024

FROM THE SOURCE

HR Events

[HR Transform 2024](#) - March 11-13, 2024, Wynn Las Vegas



Join us for three days of progressive programming, curated connections, innovative technology, and energizing after-hours networking. Register [HERE](#).

[EPIC](#) - April 24 - 26, 2024, Bellagio Las Vegas



Enrich your knowledge to elevate your people and ignite change in your people strategies. Register [HERE](#).

[HR Technology Conference & Exhibition](#) - June 12-13, 2024



This virtual conference has helped thousands by showcasing the NEW tools, NEW strategies & NEW processes needed to run successful HR operations. Register [HERE](#).

[SHRM24 Annual Conference](#) - June 23-26, 2024, Chicago, IL



Join forward-thinking HR professionals who are committed to creating a better HR landscape. Register [HERE](#) Hurry, Early Bird ends Feb. 29th

Employment Legislation Updates

[Pay Transparency](#) - On June 30, 2024, the District of Columbia ("D.C.") will require employers to publicize salary ranges on their job postings and inform prospective job applicants of healthcare benefits associated with the position. D.C. employers will also be prohibited from inquiring about job applicants' prior wage history

[Maryland's New Paid Family Leave Program](#) - Maryland employers should begin planning for the implementation of the state's new paid family leave program. Although employer tax contributions will begin in October 2024, benefits under the program will not become available to employees until January 1, 2026.

[Michigan is no longer a 'right-to-work' state](#) - Click the link for more info.

[Employers with California workers must submit pay data by May 8.](#) A new requirement under the law this year is submitting information on remote workers.

Value Added Services



DIVERSOLOGY

Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure
- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.

DIRECT HIRE SERVICES

Do you have open positions to fill? Contact us for a **FREE** consultation and learn about The HR Source "Three Candidate Guarantee".

QUARTERLY CANDIDATE ANALYSIS

Utilize our Candidate Market Analysis to stay informed about trending openings and current geo specific compensation rates. Click [HERE](#) to check out the 1st Edition for 2024.

[HR ON CALL](#) • [HR CONSULTING](#) • [OUTSOURCING](#)
[DIRECT AND CONTRACT PLACEMENT SERVICES](#)



BIRTHDAYS

Pat Hall Jaynes 2/2;
Luciole Dento 2/4;
Jamel Dingle 2/16;
Jennifer Cheng 2/23;
Juliana Sullivan 3/25;
Margaret O'Boyle 3/28

FEB/MARCH EVENTS

2/14 Valentine's Day;
2/19 President's Day;
3/1 National Employee Appreciation Day;
3/8 International Women's Day

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NEWS YOU CAN USE

HR Resource Groups

A proven way to grow professionally is to engage with organizations and utilize valuable resources to expand your network. In celebration of Black History Month and Women's History Month, we are sharing a few suggested organizations to jump start connections for African Americans and women in HR.

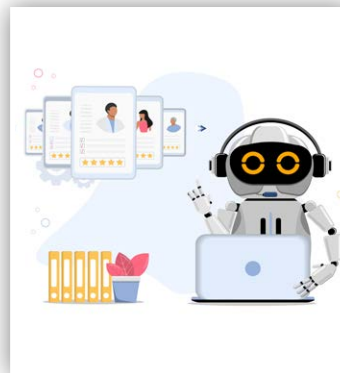
National Association of African Americans in Human Resources: The NAAAHR exists to provide a unique global forum for the career development of Black and African American human resources professionals.

Black in HR: Founded in 2017, the mission is to create a one stop shop for professionals of color to learn, grow and network by offering coaching, courses and leadership development opportunities.

HR Girlfriends: HR Girlfriends makes it possible for the women of Human Resources to connect for knowledge sharing, resource swapping, professional development and personal growth opportunities.

The Women of HR: A Lean In Circle: This Circle is dedicated to the needs of HR women-leaders who are looking to develop professionally and personally through networking, sharing ideas and volunteering opportunities

The Integration of AI in HR



In January, The HR Source polled our followers to ask how their companies are leveraging AI in their HR department. As shown below, the integration of AI is certainly real. According to a late 2023 survey of 3,211 professionals by Workable, more than two-thirds see their company increasing

their use of AI in their hiring process over the next five years.

- Onboarding - 50%
- Performance Management - 31%
- Employee Development - 13%
- Talent Acquisition Tasks - 6%

Click [HERE](#) for our latest HR SOURCE blog that delves deeper into the discussion of integrating AI in HR functionality.