



**Meeting Minutes  
November 9<sup>th</sup>, 2023  
In-person at REG offices**

**Icebreaker**

*What are your top 3 projects/initiatives going into 2024? How can someone in this networking group provide you with a best practice, feedback or an idea for one of those initiatives?*

**Sharing of Accomplishments, Celebrations and Job Opportunities** – none shared

**Financials – Treasurer’s Report** – Julie Rydl

The September financial report was attached to the Meeting Reminder. Balances were:

- Checking - \$2,548.78
- Savings - \$12,248.44
- CD #1 – \$12,100.00

**Minutes – Secretary’s Report** – Lynn Barbier

The Secretary’s Report was attached to the Meeting Reminder.

Motion was made for a Combined Approval: Mollie Frideres moved to approve and Kasey Reicks seconded.

**Committee Reports**

- Membership – Tiffany Phillips
  - The Student Chapter has been added in to membership – we now have 124 members.
  - We have had new members since the last meeting – welcome to all of you!
- Emerging Professional – Teresa Rummer
  - Thank you to all who participated in the Networking Event on November 1<sup>st</sup>. There were 12 professionals and 10 students
  - Mentoring – Mentors please make another contact with your Mentee before the end of the semester.

- Education – Kacey Reicks
  - Fill out survey for 2024 – ideas for presenters for 2024 – is there anyone you would like to hear from?
  - Kacey will be on maternity leave from January through May. Annette Marsalli has stepped up and is going to fill in for Kacey.
  - Today’s program is approved for SHRM credit.
  - QR code for certificates – the link is in Chat available at the end of the meeting.
  - **Reminder** – Anyone interested in taking the SHRM exams:
    - Here is the website with the deadlines:  
<https://www.shrm.org/certification/apply/exam-windows-and-fees>
  
- Foundation – Nikki Fischer (Jason)
  - Super Hero of the month is the Ames Chamber! Lunch and Learn on Career Fairs – best day for the Chamber, 51 attended! This was recorded and will be available for future use.
  - Raffle did not go as planned so it is on hold for now.
  
- Technology – Annette Marsalli (Jason)
  - Thank you to the Zoom guests
  - Still updating both the CySHRM website and LinkedIn.
  
- Diversity – Mollie Frideres Smith

## **November**

### **Native American Heritage Month**

As Thanksgiving approaches, this is a fitting November diversity celebration. Native American Heritage Month celebrates the culture and heritage of native people who enrich this country. You can make this month more personal to your region by researching native tribes living near you and exploring their rich culture.

### **National Diabetes Month**

This month, we acknowledge more than 37 million Americans living with diabetes who inspire us to develop better treatment options, make life-saving medicines more affordable, and finally find a cure for this disease.

### **Movember**

Every November, a fundraiser is held to raise awareness for men’s health issues. These include prostate cancer, testicular cancer, and men’s suicide. Consider holding a fundraiser in your office and celebrating the department that raises the most money.

### **November 1-2: All Saints Day/All Souls Day/Dia de los Muertos**

This is a Christian holiday commemorating all people who have passed. It is often celebrated in the Mexican and Aztec communities. Have a traditional dia de los Muertos lunch in the office with chicken tamales, candied pumpkin, Oaxacan hot chocolate, and day of the dad cookies. If appropriate, employees can share about a loved one they’re thinking about on the day.

### **November 12: Diwali**

An important celebration in the Hindu faith in which a variety of deities are praised.

## **November 16: International Day for Tolerance**

The UN founded this day to promote respect for diverse languages, ethnicities, cultures, and religions. Education is a key component of tolerance. Acknowledge this day and send out a short sheet reviewing unconscious biases to help inform your staff and foster greater tolerance and inclusion at work with diversity and inclusion training.

## **November 20: Transgender Day of Remembrance**

Dozens of transgender people are killed each year due to transphobia. This November diversity day seeks to remember them. On this day, you can demonstrate your support for transgender individuals who are still living. Strive to practice active allyship each day and always use the correct language to refer to this community and foster a sense of inclusion with our LGBT training in the workplace.

## **December**

We're all aware this is the Christmas season but remember there are other holidays celebrated throughout the year by other nationalities and religions.

### **December 1 – World AIDS Day:**

This day highlights the importance of HIV/AIDS awareness and raises money for its cure

**December 3 – International Day of Persons with Disabilities:** This United Nations holiday raises awareness for the rights of individuals with disabilities

**December 10 – International Human Rights Day:** A holiday adopted by the UN in 1948 following the Universal Declaration of Human Rights

**December 7 to December 15 – Hanukkah:** A Jewish holiday celebrating Jews rising up against their Greek-Syrian oppressors in the Maccabean Revolt

**December 26 to January 1 – Kwanzaa:** A 7-day holiday often celebrated by Black Americans that was inspired by African harvest celebrations

**6<sup>th</sup> Annual Symposium on Building Inclusive Organizations** will be November 15<sup>th</sup> at Gateway Hotel. Highly encourage everyone to attend next year. Great information, including Assessment tools. Any other insights from other attendees? Just a reminder that the DEI reports are a way to create awareness about different topics but there's a lot more work to do to create inclusive environments.

## **New Business**

### **Announcements**

Next President is Tiffany Phillips, Past President is Jason Davis and Membership and Future President is Matt Nelson.

National SHRM Conference – June 2024 in Chicago  
Volunteers will receive their conference free!

Upcoming Events: No December Meeting – **Happy Holidays!**  
Next Meeting will be in January 2024!

**Old Business**

“Celebrate You” recognizing attendance at meetings. There will be a drawing at the end of the meeting to receive a \$10 Starbucks gift card!

National SHRM Members – check out SHRM.org there are some great interactive tools that have been improved. For example, there Employee Benefit Surveys, COBRA Notices and more!

**Business meeting adjourned.**

**Program Presenter** Melissa Schilling and Nicole Proesch, Attorney at Dickenson Law

**Topic** Employment Law Updates

**Closing** Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be in January 2024!

Can't wait to see you there!