



Meeting Minutes
June 8th , 2023
Meeting was virtual via Zoom

Introductions

- Attendees introduced themselves via Chat

Icebreaker

- Take an item from your desk and share why it is important to you

Sharing of Accomplishments, Celebrations and Job Opportunities – No reports this month

Survey – added into Chat – Please complete

Financials – Treasurer’s Report – Julie Rydl

The May financial report was attached to the meeting Reminder. Balances were:

- Checking - \$5,251.93
- Savings - \$12,067.91
- CD #1 - \$12,095.03

Nikky Fischer moved and Mollie Frideres seconded

Minutes – No report

Committee Reports

- Membership – Tiffany Phillips
 - Tiffany and Annette are working together on Zoom issues
 - *Original calendar invite and Zoom Link is cancelled!*
 - **New Invite will be sent – Please put this in your calendar**
- Emerging Professional – Teresa Rummer
 - Students on Summer Break
 - Will be asking for mentors
 - Look for fall networking events

- Education – Kacey Reicks (Jason)
 - Next Month (July) the meeting is In-person
 - 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
 - If you know someone going to HR – check out the SHRM website, there are several grant opportunities
 - Fundraiser is coming in the near future

- Technology – Annette Marsalli
 - Working on Zoom issues with Tiffany
 - LinkedIn page – was closed group with limited visibility – and now OPEN!
 - Cyclone SHRM website improvement with a news feature and job openings.
 - If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com

- Diversity – Mollie Frideres Smith

Pride Month

June is Pride Month, and you'll be seeing rainbows to signify this all month long. June was selected in honor of the Stonewall Riots, which took place on June 28, 1969. During this event, the NYC police raided Stonewall Inn, a gay club located in Greenwich Village. The police roughly hauled both employees and patrons from the bar, and the incident ended in violent protests and clashes in the streets for six days. It catalyzed the gay rights movement in the U.S.

In Iowa, 3.6% of people identify as LGBTQ.

Capitol City Pride Fest is June 9-11 in the East Village.

Create more inclusion with LGBTZ Sensitivity Training. Oneiowa.org is a resource.

Caribbean American Heritage Month

June is also Caribbean American Heritage Month which recognizes the history and culture of Caribbean Americans in the United States. Caribbean Americans or individuals with Caribbean American heritage will celebrate their history through a variety of activities including traditional meals, festivals, concerts, dancing, parades, etc.

June 2: Indian Citizenship Act of 1924

Congress enacted the Indian Citizenship Act on June 2, 1924, which granted citizenship to all Native Americans born in the U.U.S.s. Yet, while this was an important date in history for Native Americans, they were not permitted to vote in all states until 1957.

June 12: [Loving Day](#)

On this day in 1967, Loving v Virginia struck down all anti-miscegenation laws in 16 states. This effectively ended bans on interracial marriage. Learn more about the civil rights movement and all it fought for.

June 12: Puerto Rican Day Parade

This parade in Manhattan is the largest demonstration of cultural pride in the United States. The goal of this event is to create awareness and appreciation of Puerto Rican culture and history.

June 19: Juneteenth

Juneteenth took place on June 19, 1865, when all slaves in Texas were liberated. Although the Emancipation Proclamation was issued at the start of 1863, the news didn't reach all states or slaves until over two years later. As of 2021, it is recognized as a federal holiday. Create more inclusion and belonging with racial sensitivity training.

June 27: Helen Keller's Birthday

Known for being both deaf and blind, Keller became a pioneer in advocacy for individuals with disabilities. She also co-founded the American Civil Liberties Union (ACLU).

SHRM Resources/Tools

SHRM conducted a survey of 1,887 U.S. workers and 1,045 HR professionals. Results indicated that about 3 in 4 employees who identify as LGBTQ+ agree that they are treated fairly at work (75 percent), believe they are given equal access to opportunities and resources at work (72 percent) and rate their workgroups as inclusive (71 percent).

About 78 percent of LGBTQ+ workers say their companies' senior leaders care about making meaningful DE&I progress to some extent or to a great extent.

However, a lower percentage of LGBTQ+ employees (71 percent) perceive their company as having equitable representation at all levels compared with workers who don't identify as LGBTQ+ (78 percent).

In June 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, GA* that workplace discrimination on the basis of sexual orientation and gender identity is prohibited under Title VII of the Civil Rights Act of 1964.

While the ruling serves as a game-changer for combating bias against LGBTQ+ individuals, coming out at work remains a tough decision for many of these employees: More than 1 in 4 LGBTQ+ workers are not broadly out at work, according to a 2020 report by McKinsey and Company.

The most common reason for not disclosing is the concern that people would talk behind their back.

Findings suggest more can be done to support LGBTQ+ workers. LGBTQ+ identities must be a part of DE&I conversations and initiatives in the workplace.

New Business

Announcements

- October meeting is moved to the following Thursday, October 19th, because of conflict with the state SHRM meeting. New calendar invites will reflect this
- Iowa SHRM Conference is October 11th, 12th and 13th in Des Moines
- September 14th is the CySHRM Membership Appreciation Breakfast
- National SHRM Conference is June 11-14th in Las Vegas
- You will receive a QR code to scan and it will take you to a Survey Monkey to give feedback on today's meeting

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 Mark Hudson, Attorney, Senior VP, Shuttleworth & Ingersoll, P.L.C.

Topic Legal Updates

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, July 13th and it is In-person.

The topic will be: Benefits Overview

Presenters: Lynn Barbier, Aaron Loan and Christi Reynolds, Acumen Advisors, Inc.

Can't wait to see you there!