



Meeting Minutes June 9, 2022

Michelle welcomed everyone back to the In-Person meeting! We have not had an in-person meeting since February 2020. So nice to see everyone!

Introductions

- Attendees introduced themselves

Icebreaker

- Individuals discussed at their tables the following questions:
 - What is a benefit?
 - What is a benefit that you have recently changed or added to help with recruiting?

Sharing of Accomplishments, Celebrations and Job Opportunities

- HR Generalist at Iowa State Foundation – from Kevin Stow
- Make sure to check out the ANNOUNCEMENTS on Jason's Meeting Reminder email! Great stuff there! ...and also check out the LinkedIn page! Members are posting terrific posts on that platform as well.

Financials

The May 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$4,004.95
- Savings - \$14,050.11
- CD #1 - \$12,004.68
- CD #2 - \$6,010.90

CD #1 matured – a new CD was built and the checking account lowered.

Lauren Stecher moved and Zachary Harper seconded

Minutes

The minutes of the May 12th, 2022 meeting were attached to the meeting announcement.

Kevin Stow moved and Kaela Black seconded

Committee Reports

- Membership – Jason Davis
 - Current membership is 114, and we are struggling with attendance. Now that we are in person, meeting participation should grow.
 - Some individuals have expressed interest in membership = he usually sends a packet of information.
 - National SHRM Conference is next week – IA SHRM is sponsoring fees of a regional event.
 - The State SHRM Conference is in Coralville in October
 - Encourage members to connect through meetings and LinkedIn.
 - Invite other HR professionals and a friend to our meetings
 - CySHRM will continue to have announcements and resources available to you
 - Keep highlighting the benefit of a National SHRM membership and the additional resources and benefit to being a dual member – both the CySHRM and National SHRM membership
 - Jason is working on the finishing touches on the SHRM Membership Roster and should be ready for distribution soon.

- Emerging Professional – Teresa Rummer – No report

- Education – Kaela Black
 - Kaela shared that today's program is approved for SHRM credit.
 - Forms are available if you to submit for credit:
HRCI / PHR / SPAR
 - **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 – Brenda Dryer
 - Foundation Fundraising – 4th of July Basket Raffle onth we'll have a back of items and a raffle for the drawing. \$1 per ticket or 6 for \$5 to support the SHRM Foundation and the great SHRM programming the Foundation supports.
 - The winning number of the Basket Raffle is 177029

- 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 10-12 in the East Village.

Create more inclusion with LGBTQ 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.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

Workplace violence

- 150 people have been injured or killed on the job due to gun violence since 2015. Most incidents were racially motivated.
- Does your business have a disaster response team or workplace violence prevention plan?
- Has anyone done workplace violence/threat training? If so, can you provide resources/contact information for training?
- SHRM resources & articles:
 - [Shootings Exemplify Alarming Workplace Trend](#)
 - [Workplace Violence](#)
 - [Tips for Handling Roe V Wade Discussions at Work](#)

Tips for Facilitating Civil Discussions

HR professionals and people managers are responsible for creating and maintaining a civil work environment.

Companies should provide guidance on how to have conversations about politics in the workplace and facilitate conversations to ensure they are cordial. Amber Clayton, senior director of HR Knowledge Center operations for SHRM, provided tips for workers to consider when discussing hot-button topics like abortion rights:

Commit to having the conversation. Before having a conversation, think through what you want to talk about, why you want to talk about it and the desired outcome.

Get into the right mindset. Be sure to check any preconceptions and assumptions at the door, including your own unconscious biases.

Begin the conversation by setting the stage. Explain why you are interested in your colleague's views and what the outcomes might be.

Listen to understand, not to solve. Ask good questions and process the conversation so that you fully understand your colleague's views and ideas.

Support a "we" attitude. Remind yourselves that you are in this together and working toward a shared goal of improving culture at your company.

- Technology – No report

New Business

July meetings will be in-person. August is virtual. Then we go back to in-person for Sept/November. In-person meetings will be held at the Laughlin Level at the Ames Chamber.

Chapters are encouraged to have members with Dual Membership – Local SHRM and National SHRM.

The National SHRM Conference is scheduled for **June 12-15** in New Orleans this year! Virtual attendees can still register through June 11th! Can get a Virtual Pass – Whole pass or Day pass.

The Iowa SHRM Council is holding a dinner for the Iowa attendees at the National SHRM Conference, so if you are attending be sure to let the Iowa SHRM Council know.

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!

Business meeting adjourned.

Program Presenter Nataliya Boychenko Stone, Holmes Murphy

Topic Trends in Benefits and Employee Engagement Post COVID-19 Pandemic

Closing Zachary Harper won the Starbucks \$10 gift card!!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, July 14th, 2022, IN-PERSON at the Laughlin Level at the Ames Chamber, 304 Main St, Ames, IA 50010

The topic will be:

Rising Tides/Have Good Ripple Effect

Lisa Even, Speaker/Coach/Workplace Joy Connoisseur; Even Connection

Can't wait to see you there!