



Meeting Minutes July 14, 2022

Introductions

- Attendees introduced themselves

Icebreaker

- Focus on Team Building and Trust
 - What do you do?
 - What has worked? Not worked?

Sharing of Accomplishments, Celebrations and Job Opportunities

- HR Coordinator I and II at ISU
- HR & Business Analyst at ISU
- 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 June 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$11,542.33
- Savings - \$6,050.39
- CD #1 - \$12,012.08
- CD #2 - \$6,011.89

Mollie Frideres Smith moved and Lynn Barbier seconded

Minutes

The minutes of the June 9th, 2022 meeting were attached to the meeting announcement.

Kaela Black moved and Lauren Stecher seconded

Committee Reports

- Membership – Jason Davis
 - Current membership is 111, now that we are in person, meeting participation should grow.
 - 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
 - on the finishing touches on the SHRM Membership Roster and should be ready for distribution soon.
 - Reminder to join National SHRM – if just a local member you have limited access to the National SHRM website – take a look at the value of moving to a National SHRM membership.

- 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
 - The winner of the Basket Raffle was Lauren Stecher

- Diversity – Mollie Frideres Smith

July Birthdays:

July 2: Thurgood Marshall's Birthday

Thurgood Marshall was the nation's first Black Supreme Court Justice. This year, we'll celebrate his birthday with the first Black woman, Justice Ketanji Brown Jackson, on the court. These individuals are vital reminders of just how much representation matters.

July 6: Dalai Lama's Birthday

Happy birthday to the 14th Dalai Lama, the most famous Buddhist teacher in the world. The Dalai Lama is widely respected for his commitment to both nonviolence and Tibetan freedom. He was awarded the 1989 peace prize for advocating for solutions based on tolerance and mutual respect.

July 18: Nelson Mandela's Birthday

On this day, we celebrate the birth of the South African civil rights leader. He won the Nobel Prize for Peace in 1993. He then served as the country's first Black president from 1994 to 1999, leading the country's transition from apartheid to multiracial democracy. Mandela demonstrated that all people can make a positive impact on the world through small acts of kindness. Consider spending this day volunteering for a local cause.

July 11: World Population Day

It took hundreds of thousands of years for the world population to grow to 1 billion – then in just another 200 years or so, it grew sevenfold. In 2011, the global population reached the 7 billion mark, it stands at almost 7.9 billion in 2021, and it's expected to grow to around 8.5 billion in 2030, 9.7 billion in 2050, and 10.9 billion in 2100.

This dramatic growth has been driven largely by increasing numbers of people surviving to reproductive age and has been accompanied by major changes in fertility rates, increasing urbanization and accelerating migration. These trends will have far-reaching implications for generations to come.

These megatrends have far-reaching implications. They affect economic development, employment, income distribution, poverty, and social protections. They also affect efforts to ensure universal access to health care, education, housing, sanitation, water, food, and energy. To more sustainably address the needs of individuals, policymakers must understand how many people are living on the planet, where they are, how old they are, and how many people will come after them.

July 26: Anniversary of Americans with Disabilities Act

In 1990, Congress passed the Americans with Disabilities Act or ADA. This civil rights law made it illegal to discriminate against people with disabilities in areas like employment, transportation, public accommodation, communications, and access to state and local government programs/services.

Celebrate the anniversary of the ADA by conducting in-house training to increase sensitivity for people with disabilities. Or review physical or architectural barriers in your workplace and ensure your website and other digital assets are compliant for people with visual and other impairments.

SHRM Site resources:

Navigating Roe v. Wade in the Workplace (addresses benefits, confidentiality, conflict)

- FAQs on the Overturning of Roe v. Wade
 - Includes information about legal protections of employees regarding health coverage protection, confidentiality, and free speech.
- Employment Issues During External Protests
- Managing Workplace Conflict
- Employee Assistance Programs
- How Employers Can Help Reduce Stress in the Workplace

Crown Act – article about legislation passed in Austin, TX and a bill being considered federally to protect against hair discrimination.

Shared resources on LinkedIn for mental health and active shooter training.

- Technology – No report

New Business

August meeting 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.

The State SHRM Conference is October 5-7th in Coralville, IA. Registration is at <https://iastateshrmconference.org/>.

New Board Leadership positions for next year –

- Vice President
- Treasurer
- Education

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

Topic Rising Tides/Have Good Ripple Effect

Closing Drawing for the \$10 Starbucks gift card!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, August 11th, 2022, Virtual via ZOOM

The topic will be:

How to Implement a Long-Term DE&I Strategy and Allocate the Most Impactful Resources
Claudia Schabel, President & CEO, Schabel Solutions

Can't wait to see you there!