



Meeting Minutes
October 19th , 2023
In-person at REG offices

Icebreaker

- Chloe Ungs and Sydney Scothorn from We are Ivy and the Student Chapter of Cyclone SHRM played a game – Would You Rather? A fun time was had by all! 😊

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 - \$2,652.28
- Savings - \$12,201.16
- CD #1 – \$12,100.00

Lynn Barbier moved to approve and Mollie Frideres seconded.

Minutes – Secretary’s Report – Lynn Barbier

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

Mollie Frideres moved to approve and Michele Price seconded.

Committee Reports

- Membership – Tiffany Phillips
 - Thank you for the recognition, cards and emails from her surgery. Welcome to the New CySHRM members. Currently CySHRM has 100 members. Getting ready to hand off to the new membership.
- Emerging Professional – Teresa Rummer
 - Student Chapter is amazing!
 - 35 members
 - Mentor Program is up and running
 - Networking event – Wednesday, November 1st
 - 5:30-6pm Appetizers
 - 6-7pm Speed Round with professionals to connect and give feedback
 - Live RSVP will be sent out on Monday

- Education – Kacey Reicks
 - Thank you to Cass for being here today!
 - Next month is the Legal Update
 - There are three confirmed presenters for 2024.
 - Kacey will be on maternity leave for three months in 2024, she is asking for someone to help with this role while she is gone, February, March and April. Just a reminder, this individual must be SHRM certified
 - If you have any ideas or know of good presenters –please let Kacey know.
 - 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)
 - Currently doing a CySHRM fundraiser – to win a Goodie Bag from Nook and Nest–
 Donate to the SHRM foundation: gottodonate.shrmfoundation.org
 - Extended into November - the Highest Donation wins!

- Technology – Annette Marsalli
 - Thank you to the Zoom guests
 - No new updates

- Diversity – Mollie Frideres Smith

Bias Against Jewish, Palestinian Workers ‘Not OK’

The recent attack by Hamas on Israel was like 9/11 for Israel. The White House recently released a joint statement with leaders of France, Germany, Italy and the U.K. stating that Hamas does not represent the aspirations of the Palestinian people. While there has been a surge of support for Hamas online, many Palestinians have condemned the attacks on Israeli civilians.

History shows that global conflicts can lead to repercussions in the workplace. Russian-American employees were harassed following Russia's invasion of Ukraine. A widespread conspiracy theory falsely accused the Asian American community of spreading the coronavirus, resulting in workplace hostility toward the group. And many Muslim people in the U.S. were harassed after the 9/11 attacks.

SHRM has a managing workplace conflict toolkit available with best practices, policies and procedures.

As we approach the holiday season, it’s essential to include diversity days and months on your workplace’s calendar. While the masses may only celebrate Halloween and Christmas, others in your office will appreciate and benefit from your acknowledgment of lesser-known holidays.

- Muslims celebrate Ramadan in April
- Yom Kippur was in September: A Jewish day of atonement to reflect on sins and seek forgiveness from God.
- 12/7 - 15 – Hanukkah: The 8-day celebration of the “Festival of Lights” that honors the victory of Jews over Syrian Greeks.

October is **National Disability Employment Awareness Month**. This October awareness month celebrates people with disabilities. This year's theme is "Advancing Access and Equity" and it highlights the importance of providing equal opportunities for people with disabilities. It also will celebrate the passing of the Rehabilitation Act, which eliminated discrimination against people with disabilities in all aspects of life.

Breast Cancer Awareness Month

October diversity events include this annual campaign, which helps raise awareness about the impact of breast cancer. Breast cancer is one of the leading causes of death in women. In honor of Breast Cancer Awareness Month, hold a short seminar in your workplace to educate employees about the symptoms and importance of early detection.

October 10: Indigenous Peoples' Day (United States)

Many people remember this holiday as "Columbus Day." They even learned the rhyme "in 1492, Columbus sailed the ocean blue" to celebrate. However, Columbus couldn't discover a land that already existed and was inhabited by the indigenous people of North America. This day now honors the original inhabitants of the Americas.

SHRM: Resources: Diversity & Inclusion

- How do employers report nonbinary employees on the EEO-1 survey?

While employers are not required to report employees as nonbinary on the EEO-1 survey, they may do so in the comments section of the reports as described below. Currently, there is no box on the EEO-1 form to designate the gender of employees who are nonbinary as there is for male and female employees.

When reporting employees as nonbinary, the Equal Employment Opportunity Commission (EEOC) specifies that if the sex reported by an employee during voluntary self-identification differs from the sex recorded in the employee's employment records, the employer should report the former (i.e., self-identification) and not the latter (i.e., employment records).

- The U.S. Department of Labor (DOL) announced in August that it's making available more than \$69 million in grants to states to develop innovative strategies to help marginalized youth and young adults with disabilities join the workforce.

New Business

Announcements

In addition to traditional Links – Ballot for next year's offices will be sent out.

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

Thank you to all who have served! These are volunteer leaders. Please look for the ballot – Voting is open for two weeks and will close November 1st.

National SHRM Conference – June 2024 in Chicago

Volunteers will receive their conference free!

Upcoming Events:

Student Networking Event on November 1st at ISU

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 Anita Rollins

Topic Diversity, Equity, Inclusion, Accessibility (DEIA) and the Human Resource Professional: A Strategy Session

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, November 9th and it is In-person.

The topic will be: Employment Law Update

Presenter: Law office of Dickenson, Mackaman, Tyler & Hagen, PC

Can't wait to see you there!