



Meeting Minutes August 11, 2022

Introductions

- Attendees introduced themselves

Icebreaker

- What is your DEI Strategy?

Sharing of Accomplishments, Celebrations and Job Opportunities

- Mollie Frideres Smith – CERIS Human Capital & the Workplace - CERIS hosts a monthly webinar. Next webinar is Wednesday, August 17th at lunchtime
- HR Specialist – Mary Greeley Medical Center
- Learning Administrator – Mary Greeley Medical Center
- Faculty Personnel Coordinator in Sr. VP Provost office 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 July 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$11,520.09
- Savings - \$12,062.89
- CD #1 - \$12,019.73

Kaela Black moved and Tammy Stegman seconded

Minutes

The minutes of the July 11th, 2022 meeting were attached to the meeting announcement.

Mollie Smith moved and Melanie 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.
 - Open Board Positions
 - Recognize what you can do to contribute to CySHRM
 - Jason went through the roles and responsibilities of each open position on the board

- 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 – No report

- Diversity – Mollie Frideres Smith

August is what you make of it. For some people, it's a hot month without holidays and the return of routine (if they have kids in school). For others, it's a relaxing month where they take vacation time. However you typically think of this month, it's a good time to start planning your organization's diversity calendar for next year. Read a book by an author of color or about a historic civil rights leader.

Birthdays:

August 4: Barack Obama's Birthday

On August 4, we celebrate the birthday of the U.S.'s first Black president. Some of his most notable achievements include the Affordable Care Act, the Paris climate change agreement, and Deferred Action on Childhood Arrivals (DACA). He was also awarded a Nobel Peace Prize in 2009 for his extraordinary efforts to strengthen international diplomacy and cooperation between peoples.

August 24: Marlee Matlin's Birthday

Marlee Matlin is the only hearing-impaired actor to win the Oscar for Best Actor or Best Actress. This is a big win for people with disabilities and shows just how significant representation is. Here are some ways you can be inclusive of deaf culture:

- Speak directly to people instead of their interpreter
- Look directly into the camera when speaking
- Make sure that only one person speaks at a time
- Take meeting minutes and have them distributed

August 12 – [International Youth Day](#)

The objective of this year's International Youth Day theme, Intergenerational solidarity: Creating a World for All Ages, is to amplify the message that action is needed across all generations to achieve the Sustainable Development Goals and leave no one behind. The 2022 International Youth Day will also raise awareness on certain barriers to intergenerational solidarity, notably ageism, which impacts young and old persons, while having detrimental effects on society as a whole.

August 19 – [World Humanitarian Day](#)

World Humanitarian Day on August 19 honors humanitarian aid workers all over the world. Established by the UN in 2009, this day commemorates the anniversary of the bombing of the United Nations headquarters in Iraq. 22 people lost their lives, including the UN's High Commissioner for Human Rights.

Humanitarian aid workers provide life-saving assistance to suffering people all over the world. Those workers who live in conflict zones or in areas devastated by natural disasters are especially vulnerable. Anyone and everyone can be a humanitarian.

The day pays tribute to the thousands of humanitarian workers who gave their lives and suffered injuries in the course of their work. Did you know that at one point in 2021, 235 million people in 26 countries required humanitarian assistance? This is the day to honor all those workers who continue their service to provide support and protection to people in need. On one occasion of this holiday, people celebrated with the theme 'Human Race'. This holiday is a commemoration, but it can also be exciting and fun!

August 21 – National Senior Citizen's Day

Throughout our history, older people have achieved much for our families, our communities, and our country. That remains true today, and gives us ample reason this year to reserve a special day in honor of the senior citizens who mean so much to our land.

With improved health care and more years of productivity, older citizens are reinforcing their historical roles as leaders and as links with our patrimony and sense of purpose as individuals and as a Nation. Many older people are embarking on second careers, giving younger Americans a fine example of responsibility, resourcefulness, competence, and determination. And more than 4.5 million senior citizens are serving as volunteers in various programs and projects that benefit every sector of society. Wherever the need exists, older people are making their presence felt—for their own good and that of others.

August 26: Women's Equality Day

Each year on August 26 we celebrate Women's Equality Day. It commemorates American women gaining the right to vote in 1920. It was passed in Congress in 1973. To celebrate, we suggest creating a women's mentoring program at your office, donating to a women-focused cause, or checking out a book from the library on your favorite iconic woman. Strengthen your workforce by fostering gender sensitivity and inclusion with diversity training.

SHRM

[Overcoming Workplace Bias](#)

Helpful information on topics such as:

- how to talk about race at work
- recognizing hidden bias
- topics in the news
 - How the overturning of Roe v. Wade has impacted black women & how employers can support them
 - Issues of poverty and lack of access to contraception

[HR can drive social change at work](#)

Toolkit:

1. [Conversation Starter Cards](#)
2. [HR Resource Guide](#)
3. [HR Inclusion Code of Conduct](#)
4. [Inclusion Lexicon](#) (terms)
5. [DE&I Playbook](#)

- Technology – No report

New Business

September and November are In-person meetings!! Will be held at the Laughlin Level at the Ames Chamber.

September is the Member Appreciation Event! You won't want to miss this!!

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
- Foundation

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 Claudia Schabel, President & CEO, Schabel Solutions

Topic How to Implement a Long-Term DE&I Strategy and Allocate the Most Impactful Resource

Closing Drawing for the \$10 Starbucks gift card!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, September 8th, 2022, Laughlin Level at the Ames Chamber.

The topic will be: Member Appreciation Event – Use Your Voice to Unlock your Potential

Presenter: Erik Dominquez, Speak Up Stories

Can't wait to see you there!