



## Meeting Minutes October 13, 2022

### Introductions

- Attendees introduced themselves

### Icebreaker

- How do you keep a healthy mind?
  - What are your energy levels after a particular day at work?
  - What is your routine for a work/life balance?
  - What opportunities does your company offer for mental health assistance?

### Sharing of Accomplishments, Celebrations and Job Opportunities

- Jason Davis – PMI Iowa – New position, Project Accountant. Working with the CFO/Sales Manager including bidding estimates, accounting and payroll. Accounting Degree preferred.
- 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 September 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$7,025.90
- Savings - \$12,063.90
- CD #1 - \$12,034.80

Kaela Black moved and Teresa Rummer seconded

### Minutes

There were no minutes of the September meeting since it was the Member Appreciation event.

## Committee Reports

- Membership – Jason Davis
  - We are in the midst of voting for open seat on the board
  - Ballot – announcements and reminder. There are many opportunities to serve.
  - Current membership is 117, There is no cost to join CySHRM if you are a National Member.
  
- Emerging Professional – Teresa Rummer
  - Thank you to everyone that agreed to be a mentor. We have successfully paired 15 students.
  - ISU Networking Event with the Student Chapter, October 26<sup>th</sup>, 6-7pm at the Gerdin Business Building at ISU. Please RSVP
  
- Education – Kaela Black
  - Thank you to Lars Peterson for stepping up to present today!
  - 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

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
- 10/4 to 12/26 – 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**. IowaWORKS is hosting a virtual event Monday, October 24<sup>th</sup> at 2pm. Hannah Soyer is a writer who will address access in the workplace and disability justice. There will be a business panel focused on best practices and implementation of disability hiring initiatives. I've posted the information in the Cyclone SHRM LinkedIn group.

### **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.

### **National Polish American Heritage Month**

Our October multicultural calendar includes honoring Polish heritage. October was chosen because that's when Polish settlers arrived in Jamestown, VA in 1608. Host lunch for the office one day and order Polish dishes like pierogis.

### **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.

### **October 14: Defender of Ukraine Day**

October multicultural holidays include this powerful event. The first celebration of Defender of Ukraine Day took place on October 14, 2015. The day honors all those who fight for Ukraine's sovereignty, including the ongoing invasion by a Russian dictator. Observe this day by donating to an organization providing humanitarian aid to the people of Ukraine.

### **October 24: Diwali**

Diwali is perhaps the most important festival in the Hindu faith. A 5-day festival of light that combines several different festivals in honor of gods, goddesses, harvests, new year's, etc. Some activity ideas include getting Henna artists, decorating the office, and having an ethnic clothing contest.

### **Black history of Ames Exhibit**

All Day 10/1 – 10/31

Ames Public Library

This month, stop by the library to see an exhibit featuring five of Ames' important historic black residents.

### **SHRM: Resources: Diversity & Inclusion**

- SHRM Report: Resilient Organizations are Inclusive Ones
- Workers Expect Employers to Hire People with Prior Convictions
- Workplace may be key to prevent suicide
- The Vital Role of Older Workers
- Viewpoint: Women Should Discuss Professional Development with Female Friends
- What Does Workplace Racism Look Like?
- Black Women Must Work 263 Extra Days to Achieve White Men's Pay
- LGBTQ inclusion: Using Pronouns at Work
- How to Spot Suicidal Behaviors in the Workplace
- 5 Tips to Help Front-Line Workers of Color Advance Their Careers

### **New Business**

#### **Announcements**

State SHRM Conference – 480 participants, 15 from CySHRM!

Gilbert High School is conducting Mock Interviews, October 31<sup>st</sup>, Nov. 3<sup>rd</sup>, Nov. 7<sup>th</sup>, 8-9:30am.

5<sup>th</sup> Annual Symposium, November 1<sup>st</sup>

Membership Survey was sent out and we had great results.

November meeting is In-person!! It will be held at the Laughlin Level at the Ames Chamber.

There is NO MEETING in December. **Happy Holidays Everyone!!**

**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** Lars Peterson, LISW, a licensed psychotherapist in private practice. Lars also serves as a trainer for Employee Family Resources.

**Topic** Understanding Common Mental Health Concerns

**Closing** Drawing for the \$10 Starbucks gift card – Hope Arganbright was the Winner!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, November 10<sup>th</sup>, 2022, Laughlin Level at the Ames Chamber.

The topic will be: Employment Law Update

Presenter: Bryan O’Neill, Attorney at Dickenson, Mackaman, Tyler & Hagen, PC

Can’t wait to see you there!