



Meeting Minutes January 12, 2023

Introductions

- Attendees introduced themselves via chat, which is also attendance for Tiffany Philips, VP of Membership.

Icebreaker

- Breakout Rooms – Jason Davis shared the topic of discussion – What were the goals you accomplished in 2022? What are the goals are you setting for 2023?

Sharing of Accomplishments, Celebrations and Job Opportunities

- Cyclone SHRM members may post HR job openings on our site at no charge. Non-members may post for a fee of \$30 per month. Email cycloneshrm@gmail.com with your PDF. <https://cyclone.shrm.org/career-opportunities>

2023 Executive Committee

- President, Jason Davis,
- VP of Membership, Tiffany Phillips
- Past President, Michelle Price
- Treasurer, Julie Rydl
- Secretary, Lynn Barbier
- Emerging Leaders, Teresa Rummer
- Foundation Chair, Nikki Fischer
- Education Chair, Kacey Reicks
- Diversity Chair, Mollie Frideres
- Technology Chair, Annette Marsalli

Financials

Julie Rydl introduced herself. Julie is Senior Workforce Generalist for CDS Global. The financial reports and past budget were emailed. Tiffany Philips moved, Kaela Black seconded.

Minutes

Lynn Barbier was not present. Lynn is a Senior Benefit Advisor for Acumen. Meeting minutes were emailed. Michelle Price moved and Julie Moss seconded.

Emerging Professionals

Teresa Rummer introduced herself. Teresa is Director of Human Resources for Iowa State University Foundation. She encouraged everyone to RSVP for the February 1st networking event with ISU students. A winner was drawn from those who RSVP'd during the meeting.

Foundation Chair

Nikki Fischer was not present. Nikki is Director of Workforce Development & Diversity for Ames Chamber of Commerce.

Education

Kacey Reicks was not present. Kacey is HR Representative for John Deere/Des Moines Works. Kaela Black asked attendees to request CEUs via chat and she emailed the certificate to receive 1.5 CEUs for today's presentation.

Diversity Chair

Mollie Frideres was not present. Mollie is founder of MFS Consulting, LLC. Mollie submitted the following report prior to the meeting:

In recent years, the world has gained a greater appreciation for diversity. Yet we can always do better. We've seen the need for improvement in various eras of history, from the Civil Rights Movement in the 1960s to the Black Lives Matter Movement in the 2020s. A peaceful and prosperous society depends upon diversity and inclusion.

Businesses and other workplaces are working hard to create diversity, equity, and inclusion programs to ensure all employees are valued. One way to do this is to use a diversity calendar with holiday and cultural events.

During the year I will provide a monthly report that includes religious holidays, heritage months, and monthly diversity program themes. Some dates to note in January:

- January 16 – Martin Luther King Jr. Day: celebrates one of the best-known civil rights activists, MLK Jr.
- January 22 – Lunar New Year: this festival marks the start of the new year in the lunar calendar used in East Asia, Southeast Asia and elsewhere
- January 27 – International Day of Commemoration in Memory of Victims of the Holocaust: A United Nations holiday that remembers the approximately 6 million Jews murdered during World War II

A Diversity & Inclusion calendar is one way to create awareness and should be included in a comprehensive DEI program. SHRM has on-line resources to help you become more aware of DEI topics and how you can incorporate DEI into your organization. Some recent articles on SHRM include:

- DE&I in 2022: Women's Issues, LGBTQ Rights Dominate News
- Senate Confirms Marine Corps' First Black, Female Two-Star General
- Are Employers Required to Accommodate Employees with Disabilities?

Technology Chair

Annette Marsalli introduced herself. Annette is Human Resource Coordinator for Accumold.

Program Presentation and Presenter

“Design Your Own Wellness Plan” with Kelly Majdan, Well-Being Coach

VP of Membership

Tiffany Philips introduced herself. Tiffany is Human Resource Manager for DYMA Brands. Tiffany encouraged all members to complete their enrollment forms and shared the many improvements to the process, including fillable Word forms and Square links for dues payment. Tiffany will also send meeting invites for this year’s Cyclone SHRM meetings so it will be easier to add the event to calendars. Future meetings this year, even meetings in person, will also be available via Zoom thanks to Tiffany’s efforts.

President and Past President

Jason Davis is HR Manager for PMI Iowa, LLC. Jason thanked Michelle Price for her service as 2022 president and current role of Past President. Michelle is Human Resources Director for Green Hills. Cyclone SHRM is continuing Michelle’s “celebrate our members” feature at the end of every meeting with a gift card drawing.

Closing

Drawing for the \$10 Starbucks gift card – Leah Locke was the winner!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, February 9th, 2023 via Zoom.

Topic and presenter will be announced.

Join us!

Respectfully Submitted,

Jason Davis, Cyclone SHRM President