



## Meeting Minutes February 9, 2023

### Introductions

- Attendees introduced themselves via chat to provide attendance for Tiffany Philips, VP of Membership.

### Icebreaker

- Breakout Rooms – Teresa Rummer posted two items to discuss – What types of HR information do you think are most valuable for the C- Suite to know? Share any successes or strategies you have used in creating buy-in with the C-Suite.

### Sharing of Accomplishments, Celebrations and Job Opportunities

- Members are invited to post job openings on the Cyclone SHRM site:  
<https://cyclone.shrm.org/career-opportunities>

### VP of Membership

Tiffany thanked members for completing their enrollment forms. She encouraged remaining members to complete their enrollment form by February 28th. She is fixing some links as we are improving the enrollment documents with email submission and the meeting invite process with Outlook meeting invitations. Remember to use the Square links for dues payment.

### Financials

The financial reports and past budget were emailed on Wednesday. Tiffany Philips moved to approve the report, Michelle Price seconded, motion carried.

### Minutes

Meeting minutes were emailed on Monday. Mollie Frideres moved to approve the minutes, Teresa Rummer seconded, motion carried.

### Education

Kacey Reicks asked attendees to request CEUs via chat and she emailed the certificate to receive 1.5 CEUs for today's presentation. Kacey also shared the chapter is looking at providing an upcoming study group for members who plan to pursue a SHRM certification.

### **Emerging Professionals**

Teresa Rummer thanked the members who attended the February 1st networking event with ISU students. There is an upcoming student meeting at ISU with the presenter speaking about negotiation skills on March 1st.

### **Foundation Chair**

Nikki Fischer was not present. No report at this time. Members are encouraged to support the National SHRM Foundation.

### **Diversity Chair**

Mollie Frideres shared her DEI report. February is Black History Month:

Congress designed February as Black History Month in February 1986 because it holds the birthdays of Frederick Douglass and President Abraham Lincoln. Both these men held to eliminate slavery. Frederick Douglass was an American social reformer, abolitionist, orator, writer, and statesman. After escaping from slavery in Maryland, he became a national leader of the abolitionist movement in Massachusetts and New York, becoming famous for his oratory and incisive antislavery writings.

Throughout this month, make it a goal to do the following.

- Support minority owned businesses. Ames Chamber of Commerce has a minority owned business directory.
- Learn about noteworthy Black figures. Invite speakers or plan workshops on topics related to the Civil Rights Movement and Black history. Find a book related to the Civil Rights Movement or Black history and organize a book club.
  - <https://instr.iastate.libguides.com/BlackHistoryMonth2023>
    - Parks Library has an online exhibit with a selection of books related to Black History
  - George Washington Carver Day
    - The state of Iowa has designated Feb. 1 of each year as George Washington Carver Day, beginning in 2023.
    - Born into slavery in Missouri around 1864, he sought higher education in Iowa, at Simpson College and Iowa State University. He was Iowa State's first Black student, earning bachelor's and master's degrees. After graduation, he became Iowa State's first Black faculty member.
- Organize service or volunteer projects that support anti-racism efforts and ask employees to participate.

SHRM has some updated resources:

- Black History Month: Go Beyond Ticking a Box – Black employees need year-round support to grow professionally.
- [CEO Mentoring Initiative](#) – nationwide mentoring program for executives
- Crown Act: Does Your State Prohibit Hair Discrimination

- Federally, the U.S. House of Representatives passed the CROWN Act in March. The bill now sits with the Senate. President Joe Biden has indicated he would sign the federal CROWN Act into law.
- As of February 2023, 20 states have enacted the CROWN Act into law and more than half of all states have filed or prefiled legislation for consideration. About 1 in 10 states have yet to formally examine the CROWN Act.

### **Technology Chair**

Annette Marsalli shared her report, including the progress on updating the Cyclone SHRM website and LinkedIn page.

### **Program Presentation and Presenter**

“5 Strategies to get more BUY-In from the C-Suite!” with Bruce Waller, PHR, SHRM-CP, is the VP of Armstrong Relocation Companies in Dallas, Texas.

### **Closing**

Members were invited to complete the meeting survey to provide feedback to the presenter and executive committee. At the end of the meeting there was a drawing for a \$10 Starbucks gift card, and Ryan Larson was the winner! Our presenter, Bruce Waller, also offered to give one of his books to an attendee of the meeting, and Lindsey Edgeton was the winner!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, March 9th, 2023 via Zoom. Megan Nail will present “Generational Total Rewards.” Megan is the Senior VP of Consulting & Total Rewards in Indianapolis, Indiana. She is also our region’s representative on the SHRM Membership Advisory Council (MAC). There are five regions and Megan is the elected representative for North Central.

Join us!

Respectfully Submitted,  
Jason Davis, Cyclone SHRM President