



Meeting Minutes February 10, 2022

Introductions

- Attendees introduced themselves via chat

Icebreaker

- Breakout Rooms – Topic of Discussion – What is your organization doing with Covid-19 protocols now?

Sharing of Accomplishments, Celebrations and Job Opportunities

- Story Construction
 - HR Generalist position
- Kingland Systems Corporation
 - Campus Recruiting
 - Client Support Head
 - Marketing Intern
- REG
 - HR – Talent & Acquisition
- Accumold
 - HR Intern

Financials

The January 31, 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$15,956.62
- Savings - \$3,075.93
- CD #1 - \$11,419.36
- CD #2 - \$6,006.95

Lauren Cook moved and Kaela Black seconded

Minutes

The minutes of the January 13, 2022 meeting were attached to the meeting announcement. Jason Davis moved and Kevin Stow seconded

Committee Reports

- Membership – Jason reported that membership is going excellent. Nearly 90 individuals have returned membership forms. Members have until the **February 28th deadline** to complete. Once completed, please email back to Jason Davis at jsd@pmiowa.com.
Another Reminder – send payment to address on form.
- Emerging Professionals – Teresa is excited to report that ALL students now have mentors! A BIG THANK YOU to those who volunteered to mentor! Teresa is also asking for 3-4 members to be on a Generational Differences panel on April 6th from 6-7pm. If interested, please email Teresa Rummer at mrummer@iastate.edu
- Education – Today's meeting is approved for SHRM credit.
Forms are available if you to submit for credit:
 - HRCI
 - PHR
 - SPAR
- Diversity – February is Black History Month which is a time to recognize African American history along with the contributions, struggles and achievements of African Americans.

As HR professionals, it's up to us to set the standard of how to eradicate discrimination and bias—conscious *and* unconscious—and, in the process, encourage the inclusion of all employees.

Celebrating Black History Month in the workplace is an excellent way to achieve that goal. Here are some ways to help employees learn more about this:

- Support minority owned businesses. Ames Chamber of Commerce has a [minority owned business directory](#).
- 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.
- Organize service or volunteer projects and ask employees to participate.

[Iowa State University](#) and the [Ames Public Library](#) also have activities scheduled to recognize Black History Month.

SHRM has some new/updated resources:

- Employing older workers
- Expatriate policies
- Working across borders
- Inclusion code of conduct
- 10 ways to learn about other cultures
- DEI policy

Mollie

New 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!

Reminder – Check out **Announcements** on Jason’s email. There are lots of events happening around the community and we encourage you to get involved, learn something new and support our CySHRM members!

Business meeting adjourned.

Program Presenter Kelly Majdan, Well-Being Coach

Topic Employee Wellness Programs: Engagement Strategies & Designing Programs that Resonate with Your Employee Population

Closing

Meeting adjourned at 9:45 a.m.

The next meeting will be on Thursday, March 10, 2022, via Zoom.

The topic will be:

Gender Pay Equity

David Weaver, President, Compensation and HR Group