



Meeting Minutes April 14, 2022

Introductions

- Attendees introduced themselves via chat

Icebreaker

- Breakout Rooms – Topic of Discussion – Choose an item on your desk and Share why it's important to you and Network with each other.

Sharing of Accomplishments, Celebrations and Job Opportunities

- Congratulations to Lea Locke – New Regional Director for Small Business Resource Development at ISU. Lea will be doing outreach to the ISU students and the community.
- 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 March 2022, financial report was attached to the meeting Reminder. Balances were:

- Checking - \$18,399.09
- Savings - \$3,076.18
- CD #1 - \$11,451.50
- CD #2 - \$6,008.89

In the March financials there was a quarterly financial support payment of \$635 from National SHRM for the number of Dual Members (National and CySHRM) increasing. Nice!

Kaela Black moved and Lynn Barbier seconded

Minutes

The minutes of the March 10th, 2022 meeting were attached to the meeting announcement.

Jason Davis moved and Melanie Watson seconded

Committee Reports

- Membership – Jason reported on Membership Development:
 - Keep highlighting the benefit of a National SHRM membership and the additional resources and benefit to being a dual member – both the CySHRM and National SHRM membership
 - Jason is working on the finishing touches on the SHRM Membership Roster and should be ready for distribution soon.

- Emerging Professionals – Teresa Rummer – Shoutout to the Panel at ISU last week!
 - Student SHRM Chapter is growing! Yay!
 - Thank you again to those who volunteered to mentor! Great information back from the Mentorship Program. Students will be speaking at the next meeting.
 - On the horizon – the Student Chapter is so successful, the membership may increase for next year! Hooray! Hooray!
- Education – Kaela Black - shared that today's program is approved for SHRM credit.
 - Forms are available if you to submit for credit:
HRCI / PHR / SPAR
- Foundation – Brenda Dryer – Reminder- we will be meeting in person soon, check out the great resources provided by the Foundation support.
- Diversity – Mollie Frideres Smith

Holidays to celebrate in March:

3/2: Ash Wednesday

3/8: International Women's Day

3/10: Harriet Tubman's Birthday

3/17: St. Patrick's Day

3/19: Holi (pronounced how-lee)

3/21: International Day for the Elimination of Racial Discrimination

It's women's history month, and it's intended to honor the vital role of women in American history. Here are some easy ways we can encourage people in our organizations to learn about how women are contributing to our community and support women locally.

- Women United through United Way of Story County. <https://www.uwstory.org/women-united>
- League of Women Voters. <https://my.lwv.org/iowa/ames-story-county>
- ISU Family Resource Guide. <https://childcare.hr.iastate.edu/sites/default/files/Quick%20Links/Family%20Resource%20Guide2.pdf> –
- Ames Convention & Visitors Bureau features women artist exhibits. <https://www.thinkames.com/events/>
- Ames Public Library has an event that features a Midwest woman author. <https://www.amespubliclibrary.org/events/author-event-rachel-mans-mckenny>
- Mentor a girl. <https://www.bgcstory.org/>

SHRM articles:

[SHRM Invests in Fund Aiding Minority Owned Businesses](#)
[Nearly 2 Million Fewer Women in Labor Force](#)

- Technology – No report

New Business

Student Representatives are coming next month.

May is the last virtual meeting until August. June/July meetings will be in-person. August is virtual. Then we go back to in-person for Sept/November. In-person meetings will be held at the Laughlin Level at the Ames Chamber.

Chapters are encouraged to have members with Dual Membership – Local SHRM and National SHRM.

Early Bird pricing ends Friday, April 15 so don't delay! The National SHRM Conference is scheduled for **June 12-15** in New Orleans this year!

The Iowa SHRM Council is holding a dinner for the Iowa attendees at the National SHRM Conference, so if you are attending be sure to let the Iowa SHRM Council know.

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!

Reminder (*I know, it's listed up above too. Make sure to check it out – So much good stuff!*)
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! (*go...now, we'll wait...*)

Business meeting adjourned.

Program Presenter David Weaver, President, Compensation and HR Group

Topic Gender Pay Equity

Closing – Nathan Covington won the Starbucks \$10 gift card!!

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, May 12th, 2022, IN-PERSON at the Laughlin Level at the Ames Chamber, 304 Main St, Ames, IA 50010

The topic will be:

Generational Diversity – 5 Generations in the Workplace
Mary Erlain, Peak Development Strategies