



Meeting Minutes
August 10th , 2023
In-person at REG offices

Introductions

- Attendees introduced themselves

Icebreaker

- What DEI initiatives does your company currently have and what would you like to add or do differently?

Sharing of Accomplishments, Celebrations and Job Opportunities –

Financials – Treasurer’s Report – Julie Rydl

The July financial report was attached to the Meeting Reminder. Balances were:

- Checking - \$5,288.19
- Savings - \$12,108.14
- CD #1 – \$12,100.00

Michele Price moved to approve and Mollie Frideres seconded.

Minutes – Secretary’s Report – Lynn Barbier

The Secretary’s Report was attached to the Meeting Reminder.

Kacie Reicks moved to approve and Lori Caligiuri seconded.

Committee Reports

- Membership – Tiffany Phillips
 - Currently CySHRM has 99 members and growing!
- Emerging Professional – Teresa Rummer
 - Students on Summer Break
 - We appreciate your support and will be reaching out in the next 2-3 weeks and will be looking for mentors. Please consider being a mentor.
 - Networking event coming soon.

- Education – Kacey Reicks
 - Kacey has created a FAQ for connecting CySHRM to National SHRM
 - Asking for 2023 presentation ideas – please send ideas to Kacey
 - Let’s celebrate you! – congratulate anyone that is recently certified or has been working on their certification
 - On the SHRM website you can tie your SHRM account to a chapter – if you need help linking that, please let Kacey know
 - Today’s program is approved for SHRM credit.
 - QR code for certificates – the link is in Chat available at the end of the meeting.
 - **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 – Nikki Fischer (Jason)
 - Currently doing a CySHRM fundraiser – to win a Goodie Bag from Nook and Nest– Donate to the SHRM foundation: gottodonate.shrmfoundation.org
 - Between now and September 15th the Highest Donation wins!

- Technology – Annette Marsalli
 - Thank you to the Zoom guests
 - No new updates

- Diversity – Mollie Frideres Smith

August is what you make of it. For some people, it’s a hot month without holidays and the return of routine (if they have kids in school). For others, it’s a relaxing month where they take vacation time. However you typically think of this month, it’s a good time to start planning your organization’s diversity calendar for next year. Read a book by an author of color or about a historic civil rights leader.

August 26: Women’s Equality Day

Each year on August 26 we celebrate Women’s Equality Day. It commemorates American Women gaining the right to vote in 1920. It was passed in Congress in 1973. To celebrate, we suggest creating a women’s mentoring program at your office, donating to a women-focused cause, or checking out a book from the library on your favorite iconic woman. Strengthen your workforce by fostering gender sensitivity and inclusion with diversity training.

SHRM

[Republican Attorneys General Warn Employers Against Race-Based Discrimination](#)

13 Republican Attorneys General, including Iowa, sent a letter to Fortune 100 companies warning them against race-based discrimination. The letter said companies will face “serious legal consequences” if they continue hiring practices that take race into consideration.

[The Meaning of Woke](#)

For years, the Black community ascribed the word “woke” to those alert to racism. In the three years since Floyd’s death, it has become an umbrella term encompassing awareness of many aspects of DE&I – particularly systemic issues related to race, gender, and sexuality.

However, three years later, many businesses are walking back their commitments to DE&I. While some cite budget constraints as the main factor preventing further investment in DEI&I programs, others harbor fears of public backlash, employee alienation and being perceived as “too woke.” And the recent Supreme Court ruling that rolls back affirmative action efforts for college admissions only adds more anxiety to the question of how companies should address so-called “woke” programs.

Additional information can be found on the SHRM website.

New Business

Announcements

- October meeting is moved to the following Thursday, October 19th, because of conflict with the state SHRM meeting. New calendar invites will reflect this
- Have you registered for the Iowa SHRM Conference, “The Great Reset?”
- September 14th is the CySHRM Membership Appreciation Breakfast
- You will receive a QR code to scan and it will take you to a Survey Monkey to give feedback on today’s meeting

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!

National SHRM Members – check out SHRM.org there are some great interactive tools that have been improved. For example, there Employee Benefit Surveys, COBRA Notices and more!

Business meeting adjourned.

Program Presenter Anita Rollins

Topic Diversity, Equity, Inclusion, Accessibility (DEIA) and the Human Resource Professional: A Strategy Session

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

On Thursday, September 14th is The Membership Appreciation Breakfast and it is In-person.

The next meeting will be on Thursday, October 12th and it is In-person.

The topic will be: Assessing Company Culture
Presenter: Cassandra Halls, President 2 THE TOP

Can’t wait to see you there!