

DIVERSITY & FOUNDATION CONNECTIONS

Volume 1 / Issue 2 / Fall 2017

IN THIS ISSUE:

Aging Workforce	2
Veterans	2-3
Strategies	4
Chapter Highlights	4-5
Chapter Contacts	5
Quarterly Call Information	5
Diversity Dates	6

SHRM FOUNDATION

The SHRM Foundation is a 501(c)(3) and offers many benefits to its members such as valuable tools and resources to help human resource professionals perform their jobs with templates for forms and policies. The funds raised by the SHRM Foundation also goes towards conducting research in many beneficial areas to keep its members up to date on the latest regulations and innovations. In addition, the SHRM Foundation raises funds to help its members receive their degree, attend SHRM conferences and even participate in international volunteer opportunities.

Vision Statement: *Empowered HR professionals building inclusive organizations where all workers thrive and organizations achieve success.*

Mission Statement: *The SHRM Foundation champions workforce and workplace transformation by providing...*

- *Research-based HR solutions for challenging issues facing employees and potential employees.*
- *Scholarships to educate and develop HR Professionals and students to make change happen.*
- *Opportunities for HR professionals to make a difference in their local communities.*

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WHAT CAN YOU DO TO RAISE FUNDS FOR THE SHRM FOUNDATION?

Here are a few ideas for things you can do with your chapter to raise money for the SHRM Foundation:

- “Change for a Change” Jar
- Cork pulls
- Chapter T-Shirts
- Silent auctions
- Headshot Studio
- Drawings
- 50/50 Drawings
- BINGO!
- Charge to participate in wellness events such as a Walk-a-Thon or Bowl-a-Thon
- Add a donation option to registration fees
- Join Team Empower at SHRM which is annual set donation and provides website recognition, updates and a special event ribbon for your name tag

The logo for the SHRM Foundation features the acronym 'SHRM' in a blue box above the word 'Foundation' in a large, dark red serif font. Below this, the tagline 'Shaping the future of HR' is written in a smaller, blue, sans-serif font.

SHRM
Foundation
Shaping the future of HR



AGING WORKFORCE

By 2050, the 65-and-older age group is expected to grow by 75%.

If you are a SHRM chapter or state council leader, we invite you to join us in this initiative by sharing these resources and helping to educate your members. Simply follow these five steps by the end of 2017, then register your state or chapter as an Aging Workforce Partner. You will earn a special digital award badge to display on your website.

1. **Make a commitment to participate.** Designate a chapter or council champion (e.g. SHRM Foundation Director, Workforce Readiness chair or past president) to coordinate and lead these activities.
2. **Poll your members (optional).** Use the SHRM Preparing for an Aging Workforce Chapter Survey to compare your members' readiness for the aging workforce to the national survey fielded by SHRM. Share and discuss the results with your members. [Download the survey questions.](#)
3. **Present the 10-minute PowerPoint presentation at a chapter or state council meeting.** The provided presentation will explain why this issue is important, how to take action and where to find resources. [Download the presentation](#) (PowerPoint) [Download the speaker notes](#) (pdf) [Download a flyer to distribute](#)
4. **Post a link to Aging Workforce resources on your website.** Make it easy for your members to find the resources they need to address aging workforce issues in their organizations. Add this link to your website today: shrmfoundation.org/aginginitiative.
5. **Make a difference in your community.** Engage your members in a local event or service project to help in your community, raise funds or raise awareness. Examples include (but are not limited to):
 - Offer resume and interview coaching for mature workers
 - Present the short Aging Workforce presentation above to your local Chamber of Commerce or other business group
 - Invite a speaker from SHRM's Speaker's Bureau to give a chapter program on "HR and the Aging Workforce: Strategies and Best Practices"
 - Contact your local AARP office to partner on local events
 - Offer a training session on how to conduct workforce planning
 - Provide coaching to members on creating more flexible and inclusive workplaces for older workers
 - Host a fundraising activity to support the SHRM Foundation's mission of building more inclusive organizations.

Be creative! Your community project could qualify your chapter or state council for a SHRM Pinnacle Award or the SHRM Foundation's 2017 Innovation Award which will feature a special category for aging workforce projects. For more information [view the Aging Workforce mailer](#) for SHRM Chapters and State Councils.

When you have completed these steps, [register your chapter or state council as a partner in the Aging Workforce Initiative](#), then you will receive a special digital award badge to display proudly on your website.

Reprinted from www.shrm.org/foundation



VETERANS

80% of organizations lack veteran recruiting programs.

The SHRM Foundation and the National Association of Veteran-Serving Organizations (NAVSO) have launched a multiyear research project to find ways to support organizations in hiring and retaining military veterans at the local and national levels.

The first year of the project—[Integrating and Engaging Veterans in the Workforce](#)—will focus on creating resources for employers that will be rolled out to Society for Human Resource Management (SHRM) members and chapters sometime next year, said Beth McFarland, programs director for the SHRM Foundation, in a news release.

"SHRM members represent about 100,000 companies," said Chris Ford, NAVSO CEO, in a news release. "If we could give them very pragmatic tools and research to help make a business case for [hiring veterans](#), and each hires one veteran, then we've hired 100,000 veterans."

The unemployment rate for veterans is expected to be 4.5 percent in 2017, below the 5 percent jobless rate for nonveterans, according to the U.S. Department of Labor.

However, 37 percent of 708 [veterans who were deployed to Afghanistan and Iraq after the Sept. 11 attacks](#) think [hiring managers devalue their military experience](#), SHRM Online reported in November 2016. [Findings are based on a study](#) that iCIMS—a provider of applicant tracking systems and recruiting software—conducted with RecruitMilitary—a subsidiary of Bradley-Morris, the largest military-focused recruiting company in the U.S.

Helping Employers, Helping Veterans

The SHRM-NAVSO project kicked off Feb. 1 with a summit at SHRM headquarters in Alexandria, Va., where participants:

- Identified successful research-based practices on hiring and retaining veterans.
- Identified ways that SHRM chapters and state councils can help to employ and retain veterans.
- Discussed ways to make a business case for hiring veterans.
- Determined which veteran hiring and retention programs need research to validate their effectiveness.

Participants are now analyzing data from the summit, according to Ford. He said the project could include creating an online information portal and a series of webinars to educate employers on hiring veterans.

The information that will be available to employers, Ford said, will help "build a better business case for hiring veterans." [*SHRM members-only toolkit: [Becoming a Military-Ready Employer](#)*]

In addition to helping employers find qualified veterans, the project will focus on how to move veterans through the hiring process and integrate them into the workforce. Mark Schmit, the SHRM Foundation's executive director, noted the role human resource professionals can play.

"HR practitioners are uniquely skilled to ensure veterans are productively employed and integrated into the workforce in a way that serves both them and their families, as well as the organizations employing them," Schmit said in a news release.

SHRM has a history of working on behalf of veterans. In 2012, SHRM partnered with the White House on a [military family leave initiative](#). The SHRM Annual Conference & Exposition and Talent Management Conference have featured sessions focused on recruiting and hiring veterans, and SHRM chapters and state councils have created [award-winning programs](#) that focus on veterans. SHRM online resources include a [Military Employment Resource Page](#).

About 30 organizations have said they want to be involved in the research project, according to McFarland. Those interested in participating may contact [Dorothy Mebane](#), programs manager at the SHRM Foundation.

Reprinted from www.shrm.org/foundation

WHAT CAN YOU DO IN YOUR CHAPTER TO SUPPORT OUR VETERANS?

Here are a few ideas for things you can do with your chapter to support our Veterans:

- Provide resume and interview coaching both at the chapter level and within your community
- Start a Mentoring Program
- Host a career fair
- Develop community partnerships with groups such as the Employer Support for the Guard and Reserve



11 STRATEGIES FOR ACHIEVING A MORE DIVERSE AND PRODUCTIVE WORK ENVIRONMENT

Theodore Henderson wrote a great article that is featured on the Forbes [site](#). Each month, I am going to highlight a few of these strategies.

- 1. Set small teams that will get new employees actively involved and fully integrated into the company's culture.** The introduction to a company's culture may happen naturally, but it's better to intentionally create open communication lines where issues can be addressed. The interactive exercises in my course "Creating Teamwork and Partnerships" drives this point home to the participants through the use of short video reenactments and short scripted role plays to reinforce given situations, such as handling needy colleagues and domineering supervisors.
- 2. Practice mentorship to encourage retention and focus on long-term career goals.** Discuss opportunities for advancement and growth offered by the firm. Remember the initial point for any good mentoring program starts with two important questions: What is the reason you are starting the program? How does success look for the company and the participants?
- 3. Create learning and development programs that focus on building relationships and skills.** Reward employees based on performance. According to the [Human Resources Council](#), "Employee training is the responsibility of the organization. The responsibility of management is to provide the right resources and an environment that supports the growth and development needs of the individual employee."

CHAPTERS WORKING FOR A GOOD CAUSE

BAHRA:

- During every meeting/speaker engagement they pass around a collection jar to towards the SHRM foundation.
- They had two fundraisers where participants donated to the Foundation and were then entered into a drawing for a complimentary registration to their Benefits and Legal Conference as well as gift certificates for services.
- They had a brief presentation on the Foundation's new direction and passed out information.



CSSHARM:

- They raised \$130 at their Member appreciation event, promoting the Foundation and explaining in person about the benefits such as scholarships.
- They had an event on October 10th what was a presentation of TRowe Price case study on establishing a diversity program in their workplace. Attendees learned from their efforts and success on how they could implement their successes.

HCHRA:

- They raised \$260 at their wine cork pull networking event in August.
- Through chapter communications they also promoted personal donations with some of the new Foundation materials.

MHSHRM:

- They supported the Foundation at their Summer and Holiday socials. Specifically, at their Summer Social this year, they held a duck fundraiser with a wading pool of water and a few dozen rubber duckies. Attendees purchased ducks and their name was put on the bottom of a duck(s). As the ducks floated around and at random times during the event, a duck was plucked out of the water and the attendee won whatever prize was being given away at the time.
- They also donated on behalf of the association for a total of \$1,500.

WCHRA:

- They sold "grab bags" at their Spring Conference at \$5, \$10, and \$20 price points. People LOVED the "unknown" and they had a nice variety of items in the bags.
- They have also initiated 50/50 drawings at their MMPs and note there's a nice energy at the meetings heightened by the chance to win some cash and remark how fun it is for someone to walk out with a wad of cash!

CHAPTER CONTACTS

Below is a listing of the chapter Diversity and Foundation Directors. Feel free to reach out to your local Director to find out what is going on in your neck of the woods as well as to get involved.

Chapter Diversity Directors:

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QUARTERLY DIVERSITY & FOUNDATION CALLS

Join me each quarter as I debrief the latest in Diversity and the SHRM Foundation. In addition, this will be an opportunity for chapter directors to share what their chapter is doing in these areas so we can all share the wealth versus reinventing the wheel!

Number: (877) 668-4493

Access Code: 79534713

PIN: 1982

Upcoming Calls:

- *October 26th at 11:30am*
- *January 18th at 11:30am*

Diversity Dates

Each edition of this newsletter will include various diverse holidays/special dates for the coming months. Use this to create a Diversity Calendar to share on your chapter's website and/or with your members.

OCTOBER 2017



National Disability Employment Awareness and LGBT History Month

- 1: National Day (China)
Independence Day (Cyprus)
Independence Day (Nigeria)
- 2: Gandhi's Birthday (India)
- 3: Foundation Day (Korea)
Day of German Unity (Germany)
- 4: Feast of St. Francis of Assisi (Italy)
Harvest Moon Festival (China, Hong Kong, Taiwan)
Trung Thu (Vietnam)
Chuseok (Korea)
- 5: Sukkot (5-11) (Jewish)
Republic Day (Portugal)
Pavarana (Buddhist)
- 6: Armed Forces Day (Egypt)
Kathina (Buddhist)
- 8: Karva Chauth (Hindu)
Mehragan (Iran, Zoroastrian)
Independence Day (Croatia)
- 9: Indigenous Peoples's Day (Native American Day)
Columbus Day (USA)
Han-Gul Day (Korea)
Independence Day (Uganda)
- 10: Independence Day (Cuba)
Curacao Day (Curacao)
Fiji Day (Fiji)
- 11: Coming Out Day (LGBT)
Int'l Day of the Girl (UN)
- 12: Shemini Atzeret (Jewish)
Dia de la Raza (Mexico)
Nossa Senhora de Aparecida (Brazil)
Discovery Day (Bahamas)
National Day (Spain)
- 13: Simchat Torah (Jewish)
- 15: National Heroes Day (Jamaica)
- 17: Int'l Day For Eradication Of Poverty (UN)
- 18: Independence Day (Azerbaijan)
- 19: Diwali (Festival Of Lights) (Sikh, Hindu)
Mahavira Nirvana (Jain)
- 21: Birthday Of The Báb (Bahá'í)
- 22: Abu Simbel Festival (Egypt)
Birth Of Bahá'u'lláh (Bahá'í)
- 23: Chung Yeung Festival (China, Hong Kong, Taiwan)
Chulalongkorn Day (Thailand)
Memorial Day (Hungary)
- 24: Suez Victory Day (Egypt)
- 25: Republic Day (Kazakhstan)

- 26: National Day (Austria)
- 27: Labour Day (New Zealand)
- 28: National Day 'Ochi' (Greece)
National Day (Czech Republic)
- 29: Republic Day (Turkey)
- 31: Halloween (Canada, USA)
Samhain (Wicca)
Reformation Day (Chile)

NOVEMBER 2017



National American Indian Heritage Month

- 1: Independence Day (Antigua & Barbuda)
All Saints' Day (Christian)
Revolution Day (Algeria)
- 2: All Souls Day (Christian)
Dia de los Muertos (Mexico)
Dia de Finados (Portugal)
- 3: Culture Day (Bunka No Hi) (Japan)
Independence Day (Dominica)
Independence Day (Panama)
- 4: Guru Nanak's Birthday (Bikarami) (Sikh)
Lokashah Jayanti (Jain)
- 5: Guy Fawkes Day (UK, England)
- 6: Constitution Day (Dominican Republic, Puerto Rico)
- 8: Independence Day (Cambodia)
- 10: World Science Day for Peace and Development (UN)
- 11: Veterans Day (USA)
Remembrance Day (Australia, Canada, UK, England)
Armistice Day (France)
Independence Day (Poland)
- 13: Int'l World Kindness Day (Int'l)
- 15: Shichi-Go-San (Japan)
National Day (Palestine)
Republic Day (Brazil)
- 16: Int'l Day for Tolerance (UN)
- 18: Independence Day (Latvia, Morocco)
- 19: Discovery Day (Puerto Rico)
- 20: Transgender Day of Remembrance (LGBT)
- 22: Independence Day (Lebanon)
- 23: Thanksgiving Day (USA)
Kinro Kansha No Hi (Japan)
- 24: Martyrdom of Guru Teg Bahadur (Sikh)
Native American Heritage Day (USA) (Aboriginal/Native American, Aboriginal Peoples)
- 25: St. Catherine's Day (France)
National Day (Bosnia)
Int'l Day For Elimination Of Violence Against Women (UN)
- 27: Ascension Of Abdu'l-Bahá (Bahá'í)
National Sovereignty Day (Argentina)
- 28: Independence Day (Albania)
National Day (Panama)
- 29: Int'l Day of Solidarity with Palestinian People (UN)
- 30: St. Andrew's Day (Scotland)

Independence Day (Barbados)

DECEMBER 2017



Universal Human Rights Month

- 1: Rosa Parks Day (USA)
National Day (Romania)
Independence Day (Portugal)
- 2: National Day (Laos, UAE)
Int'l Day for the Abolition of Slavery (UN)
- 3: First Sunday of Advent (Christian)
Int'l Day for Disabled Persons (UN)
- 5: Int'l Volunteer Day for Economic & Social Development (UN)
Discovery Day (Haiti)
- 6: St. Nicholas Day (Christian)
Constitution Day (Spain)
Independence Day (Finland)
- 7: Pearl Harbor Day (USA)
- 8: Bodhi Day (Buddhist)
Feast of the Immaculate Conception (Christian)
- 9: Independence Day (Tanzania)
Int'l Anti-Corruption Day (UN)
- 10: Constitution Day (Thailand)
Human Rights Day (UN)
- 11: Int'l Mountain Day (UN)
- 12: Our Lady of Guadalupe (Mexico)
Jamhuri (Independence Day) (Kenya)
- 13: Hanukkah (Dec 13-20) (Jewish)
Aga Khan's Birthday (Islam Ismaili)
Luciadagen (Sweden)
- 15: Navidades (Puerto Rico)
- 16: Posadas (16-24) (Mexico)
Bijoy Dibash (Bangladesh)
- 17: National Day (Bhutan)
- 18: Int'l Migrants Day (UN)
Independence Day (Qatar)
- 20: Int'l Human Solidarity Day (UN)
- 21: Solstice (Int'l)
Tohji-Tasai (Shinto)
- 23: Joseph Smith's Birthday (Christian - Mormon)
Heisei Emperor's Birthday (Japan)
- 24: Independence Day (Libya)
- 25: Christmas Day (Christian)
Jinnah's Birthday (Pakistan)
- 26: Kwanzaa (African-American/Canadian, USA)
Boxing Day (Canada, UK, Ireland, England)
Wren Day/St Stephen's Day (Ireland)
Junkanoo (Bahamas)
- 30: Rizal Day (Philippines)
- 31: New Year's Eve
Omisoka (Japan)
Hogmanay (Scotland)