

# DIVERSITY & FOUNDATION CONNECTIONS

Volume 1 / Issue 1 / Summer 2017

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**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.*

## HELLO AND WELCOME!

Hello and welcome to the very first edition of the Diversity & Foundation Connections newsletter. My name is Lara Makinen and I am your recently appointed Colorado SHRM State Council Diversity & Foundation Director. I am thrilled to be serving in this capacity and look forward to learning about not only my new role but also you! SHRM has been doing great things in the Diversity and Foundation areas and I will be sharing that with you in this very first edition of my newsletter.

But before we get into that, here is a little bit about me. I have been a human resource professional for more than 19 years. I graduated from Regis University in 2006 with a degree in Human Resource Management and hold both the SHRM-CP and PHR certifications. I started my volunteering with the MH-SHRM chapter with their Membership group and spent three years as the Membership Director focusing on retention. Then, I moved into the Legislative Affairs Director role at CO-SHRM for the next five years. In March, I was appointed in my new role as your Diversity & Foundation Director.

During the day, I work for Atkins, a global, civil engineering firm as their Human Relations Manager/EEO Officer. As part of my duties I write policies, answer discrimination claims, respond to OFCCP audits as well as update our Affirmative Action Plans each year. In addition, I advise our Corporate Diversity Advisory Council. I officially took on this role in April after over a year understudying my predecessor so accepting the Diversity & Foundation Director opportunity seemed just like the perfect fit! Well, that is enough about me. Let's get on to the good stuff! So, sit back, relax, grab your favorite beverage, and enjoy!

## AGING WORKFORCE



SHRM Foundation for the calendar years of 2016 and 2017 is focusing on the Aging Workforce. The *How to Leverage the Mature Talent in Your Organization* video is a great way to introduce this to your chapter's board as well as membership. Check it out here:

<https://www.shrm.org/foundation/ourwork/initiatives/the-aging-workforce/pages/default.aspx>. It highlights some quick tips for supporting mature workers and helping them contribute more fully to your organization. Plus, it's less than a minute and a half. You can also research articles or find "filler" articles by accessing the World Wide Web. You can write about a variety of topics, but try to keep your articles short. Much of the content you put in your newsletter can also be used for your Website. Microsoft Word offers a simple way to convert your newsletter to a Web publication. So, when you're finished writing your newsletter, convert it to a Website and post it.

Reprinted from [www.shrm.org](http://www.shrm.org)

### OLDER AMERICANS MONTH MESSAGE FROM THE ACTING CHAIR - VICTORIA A. LIPNIC

(May 2016) Older Americans Month honors older Americans and celebrates their contributions to our country. The EEOC recognizes the value that older workers bring to the workplace and to our economy as we commemorate the 50th anniversary of the Age Discrimination in Employment Act of 1967 (ADEA) this year.

When the ADEA was enacted in 1967, arbitrary age limits for hiring and firing were common. Explicit age limits barred workers over age 45 from a quarter of private sector jobs, those over age 55 from half of such jobs, and workers over age 65 from almost all such jobs.

Much has changed in 50 years. The ADEA opened up opportunities for older workers by banning most age limits and requiring equal treatment of workers without regard to age. More older persons are in the workforce than ever before, as more older women and those over age 65 continue to work. Older workers are more educated and healthier than previous generations, and the most engaged group in the workforce.

Traditional norms about work and retirement are changing dramatically, as many older workers plan to continue working into their 70s in full- or part-time jobs, in second careers or new fields. And, contrary to stereotypes that older workers are not innovative or creative, the highest rate of entrepreneurial activity belongs to the 55-64 age group.

Many employers recognize the value of older workers, citing their professionalism, strong work ethic, reliability and commitment. Research demonstrates that age diversity can improve organizational performance and the productivity of both older and younger workers with mixed-age work teams.

A few years after the ADEA was enacted, the Senate Special Committee on Aging noted that the "ADEA was enacted, not only to enforce the law, but to provide the facts that would help change attitudes." Today we ask: Have attitudes about older workers and age discrimination progressed with the dramatic changes in the workforce and the workplace?

Unfortunately, age discrimination remains a significant problem for older workers that diminishes their financial security and limits their contributions to our economy. At the EEOC, we work to change attitudes about older workers and the discriminatory practices they confront through concerted enforcement and prevention programs.

Next month the Commission will hold a public meeting on June 14 in Washington, D.C. to hear from experts who have studied age discrimination, ageist stereotypes, the challenges older workers face in getting and keeping jobs, and strategies for employers to leverage the value of an aging workforce. The meeting will launch the EEOC's commemoration of the 50th anniversary of the ADEA to continue the promise of the ADEA to ensure that employment opportunities are based on ability, not age.

Reprinted from: <https://content.govdelivery.com/accounts/USEEOC/bulletins/19c745b>

## WHAT CAN YOU DO IN YOUR CHAPTER TO SUPPORT OUR AGING WORKFORCE?

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

- Start a reverse mentoring program
- Provide resume and interview coaching both at the chapter level and/or within your community
- Host a career fair
- Hold a Diversity & Inclusion Workshop for your chapter and/or community
- Watch the SHRM Foundation DVD
- Develop community partnerships with groups such as:
  - Your local Better Business Bureau
  - Your local Chamber of Commerce
  - Civil organizations
  - Service organizations
  - AARP



## VETERANS

SHRM Foundation for the calendar years of 2017 and 2018 will be focusing on Veterans. The following link ([here](#)) is to a video that describes the work of the recent Veterans Summit as well as the work that is yet to come to empower HR professionals to hire, retain and engage military veteran employees.

Reprinted from: [www.shrm.org](http://www.shrm.org)

## VETERAN UNEMPLOYMENT RATE AT 10-YEAR LOW, 3.4 PERCENT IN MAY

In May 2017, the veteran unemployment was 3.4 percent, the lowest in 10 years. In comparison, the non-veteran unemployment rate was 4.0 percent in May 2017 (not seasonally adjusted).

Reprinted from: [www.dol.gov](http://www.dol.gov)

## 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
- Host a career fair
- Develop community partnerships with groups such as:
  - Employer Support for the Guard and Reserve (ESGR)



## 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.

## 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:

- Cork pulls
- Silent auctions
- Raffles
- Charge to participate in wellness events such as a Walk-a-Thon or Bowl-a-Thon
- Join Team Empower at SHRM which is annual set donation and provides website recognition, updates and a special event ribbon for your name tag

## 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:**

BAHRA:

Alexis Miles

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### **Chapter Foundation Directors:**

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## Coming Soon...to a Chapter Near You!



### **Colorado Springs SHRM (CSSHRM)**

Diversity and the EEOC seminar

Tuesday, October 10, 2017

3-5pm

Click [here](#) for more information.

## 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:**

- July 20<sup>th</sup> at 11:30am
- October 26<sup>th</sup> at 11:30am
- January 18<sup>th</sup> 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.

## JULY 2017



His holiness, the Dalai Lama, turns 82 this month.

- 1: Canada Day  
SAR Establishment Day (Hong Kong)  
NAIDOC (Australia)  
Independence Day (Burundi)  
Independence Day (Rwanda)
- 3: Emancipation Day (USA)
- 4: Independence Day (USA)
- 5: Independence Day (Venezuela)
- 6: Dalai Lama's 82<sup>nd</sup> Birthday (Tibet)  
International Day of Cooperatives (UN)
- 7: Tanabata (Star Festival) (Japan)
- 9: Wassana (Buddhist)  
Martyrdom of the Bab (Baha'I)  
Independence Day (Argentina)  
Dharma Day (Buddhist)
- 10: Independence Day (Bahamas)
- 11: Imamat Day (Islam Ismaili)  
Nadaam Festival (Mongolia)  
World Population Day (UN)
- 12: Battle of Boyne (N. Ireland)
- 13: Obon (Festival of Souls) (13-15) (Buddhist)
- 14: Bastille Day (France)  
Republic Day (Iraq)
- 18: Nelson Mandela Day (UN)  
Umi no hi (Marine Day) (Japan)
- 20: Independence Day (Colombia)  
Munoz-Rivera Day (Puerto Rico)
- 21: Independence Day (Belgium)
- 23: Parent's Day (USA)
- 24: Simon Bolivar Day (Venezuela, Ecuador)
- 26: ADA Awareness Day (USA)  
Day of National Rebellion (Cuba)  
Independence Day (Liberia)
- 28: Independence Day (Peru)
- 29: Caribana Parade (African American/Canadian)
- 30: Oh-Harai-Taisai (Grand Purification Ceremony) (Shinto)  
International Day Friendship (UN)
- 31: Fesat of St, Ignatius Loyola (Spain)  
Emancipation Day (Bermuda)

## AUGUST 2017



Painting of Sultan Husayn and the courtiers celebrating Nowruz, marking the beginning of spring in the Northern Hemisphere.

- 1: Tish'a B'Av (Jewish)  
Lugnasad (Wicca)  
Confederation Day (Switzerland)
- 2: Iinden-Republic Day (Macedonia)
- 5: Emancipation Day (Turks & Caicos Islands)
- 6: Hiroshima Day (Japan, USA)  
Independence Day (Bolivia, Jamaica)
- 7: Raksha Bandhan (Hindu)
- 8: Fravardeghan (8-17)  
Zoroastrian
- 9: International Day of the World's Indigenous Peoples (UN)  
National Day (Singapore)
- 10: Independence Day (Ecuador)
- 12: International Youth Day (UN)
- 14: Independence Day (Pakistan)
- 15: Janmashtami (Hindu)  
Assumption (Christian)  
Independence Day (Bahrain, India, Acadia)  
Korean Liberation Day (Korea)
- 17: Independence Day (Indonesia)  
Now Ruz-New Day (Shenshai (Zoroastrian))
- 19: Paryushana-Parva (Jain)  
World Humanitarian Day (UN)  
Independence Day (Afghanistan)
- 21: National Senior Citizens Day (USA)
- 23: International Day for Remembrance of the Slave Trade and its Abolition (UN)
- 24: Birth of Prophet Zarathustra (Shenshai) (Zoroastrian)  
Independence Day (Ukraine)
- 25: Ganesh Chaturthi (Hindu)  
Independence Day (Uruguay)
- 26: Women's Equality Day (USA)
- 27: Notting Hill Festival (UK, England)  
Independence Day (Moldova)
- 28: Summer Bank Holiday (N. Ireland)
- 29: International Day Against Nuclear Tests (UN)
- 30: Victory Day (Turkey)  
St. Rosa of Lima (Peru)
- 31: Independence Day (Trinidad & Tobago)  
Merdeka (Freedom) Day (Malaysia)  
Day of Hajj (Day of Arafat) (Islam)

## SEPTEMBER 2017



Guatemala, Mayan clay masks at the market.

- 1: Eid-ul-Adha (Islam)
- 2: Independence Day (Vietnam)
- 3: Father's Day (New Zealand)
- 4: Labor Day (USA, Canada)  
Onam (India)
- 5: International Day of Charity (UN)
- 6: Samvatsari (International Forgiveness Day) (Jain)  
Defense Day (Pakistan)
- 7: Independence Day (Brazil)
- 10: World Suicide Prevention Day (UN)
- 11: Day of Remembrance (USA)  
Meskerem (New Year) (Ethiopia)
- 12: Gahambar Paitishahem (12-16) (Zoroastrian)  
Independence Day (Qatar)
- 15: Hispanic Heritage Month (15-Oct. 15) (USA)  
Independence Day (Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua)  
National POW/MIA Recognition (USA)
- 16: Dia de la Independencia (Mexico)  
Oktoberfest (Germany)
- 17: Constitution Day and Citizenship Day (USA)
- 18: Independence Day (Chile)  
Keiro No Hi (Respect for the Aged Day) (Japan)
- 19: Independence Day (Saint Kitts/Nevis)
- 21: International Day of Peace (UN)  
Rosh Hashana (21-22) (Jewish)  
Independence Day (Armenia, Malta)
- 22: Mabon (Wicca)  
Shuki sorei sai (Japan, Shinto)  
Chichen Itza Festival (Mexico)
- 23: Unification Day (Saudi Arabia)
- 24: Our Lady of Las Mercedes (Dominican Republic, Peru)  
Heritage Day (South Africa)  
Republic Day (Trinidad & Tobago)
- 26: World Day Against Trafficking Persons (UN)
- 28: Fiesta San Miguel (Mexico)  
Durga Puja (Hindu)  
World Maritime Day (UN)
- 30: Yom Kippur (Jewish)  
San Geronimo Day (Aboriginal/Native American)  
Ashura (Islam)