

Winona, Minnesota

Winona Area SHRM Newsletter

July 2020



President's Note

By: Rebecca Rowe, SHRM-CP – Winona Area SHRM Chapter President

I hope everyone is doing well and practicing some self-care during these uncertain times. Please know that Winona Area SHRM is here for you, can help you find resources if you need them and our board members are available to help. We are all in this together and should use each other as resources as we navigate uncertain times.

Now is an important time to also look at business practices and how we can all be more inclusive employers. SHRM Research, in collaboration with Workplace Initiative by Understood, conducted a study in 2019 to understand organizations attitudes about workers with disabilities and knowledge of disability inclusion in the workplace. Research revealed that only 13% of workplaces have disability-specific inclusion initiatives.

The SHRM Foundation is now offering Employing Abilities @Work. This is a free, multi-faceted educational program that will increase your knowledge and skills to hire, develop, advance, and retain individuals with disabilities. This Certificate is an introduction to the benefits and implementation of disability inclusion in the workplace. If you are interested, please click [here](#) for more information.



More than three quarters of HR professionals primarily define disability as something that is physical



More than half of people managers have not participated in any disability inclusion training at all



Legal requirements of disability non-discrimination and accommodation are included in required training only about a third of the time

Another important measure in our success as an HR community is to understand workplace diversity and inclusion. SHRM originally hosted a live program titled **A New Understanding of Workplace Diversity and Inclusion** on June 18, 2020. The program focused on: *“The killing of George Floyd while in police custody and subsequent protests around the world have brought renewed focus on racial disparities in society. This program, presented as part of a commitment by SHRM and the Association of Corporate Counsel to help organizations move beyond discussions and take action, will examine race relations in the workplace. You will learn strategies organizations’ chief HR officers and chief legal officers can champion to improve diversity, acceptance, and open dialogue in their organizations, and how they can work together to amplify results.”* If you are interested in viewing this recorded presentation, click [here](#).



The Veterans at Work Certificate, developed for HR professionals, hiring managers, and front-line supervisors, is a multi-faceted program from the SHRM Foundation and brought to you with generous support from Comcast NBC Universal. Through the certificate program, you will learn:

- Learn the value that skilled veterans bring to the civilian workplace
- Demonstrate your commitment to attract, hire and retain these talented professionals
- Earn 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification

The Veterans at Work Certificate is completely free and open to all. You do not need to be a SHRM member, and you do not need to hold a SHRM credential to earn this certificate.

To learn more, go to [SHRMs Veterans at Work Certificate Program](https://www.shrm.org/education/certification/veterans-at-work) website.

Do you wish you could request feedback from your local HR colleagues on various topics?

Well now you can!!! Winona SHRM offers a private email group to all of its members!

Visit <https://groups.yahoo.com/neo/groups/winonashrm/info> and you will have three options:

1. Login to your existing Yahoo account
2. If you don't already have a Yahoo account you can create an account
3. Or you may choose to use an existing email account

Once you complete this step you will be asked to enter the Account Key which is sent to your designated email. Lastly, you will click "Join Group" and request to become connected. Once you receive the approval email you are now enrolled in the group and you may begin participating in the conversation!



Secretary | Membership Notes

Melissa Shore – Secretary

When is the last time you took a look at the benefits of your National SHRM membership? Did you know there are so many resources that SHRM provides? Here are just a few:

- Compliance
- HR News
- SHRM Connect- Build a network for SHRM online members only
- Ask an HR Advisor
- Templates and Samples- 1000s of templates, policies, forms and presentations

Winona Area SHRM's Mission, Vision & Values

Mission – (Why we exist)

The Winona SHRM Chapter is a professional organization that exists to:

- Build and sustain partnerships with human resource and business professionals, to address challenges that influence the effectiveness and sustainability of our organizations and communities.
- Provide a community for human resource and business professionals to share expertise and create innovative solutions on people management issues.
- Proactively provide education and research to human resource and business professionals to enhance our organizations and communities.
- Advance the HR profession through outreach, mentorship, and advocacy.

Vision – (What we want to be)

To be the leading resource on people management skills.

Values – (What we stand for)

- Strategic – in our thinking and planning
- Honorable – to our members, our organizations, and our communities
- Respectful – to the SHRM bylaws and legislative guidelines
- Mentorship – guidance and partnering with HR professionals

People, it's our business!



2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	Robert Lemke	Building HR Capacity
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
October	TBD	
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	The Power of LinkedIn

If you would like to post an HR-related position with Winona Area SHRM for 70+ HR professionals to view, please email Rebecca Rowe. All postings are active for 30 days and can be renewed. Job postings are included in the upcoming monthly newsletter and all social media outlets.

- HR Internships for companies with a Winona Area SHRM member in good standing – FREE
- HR job postings for companies with a Winona Area SHRM member or other regional member or other regional SHRM chapter member in good standing - \$40.00
- HR Internships and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter member - \$60.00

We have some positions on our Board of Directors available. Are you an HR professional who is looking for a great opportunity to grow in the HR profession, network with an amazing group of HR professionals and be involved in exciting opportunities like a yearly HR conference with professionals all around the great state of Minnesota, professional development opportunities, resume building and much more! Below is a listing of the roles we have open on our Board of Directors and a brief description for each role. If you are interested in either role, please contact Rebecca Rowe, Winona Area SHRM President for more information.

Immediately Open Board of Directors Role

Certification Director (1 yr. term)

In this role, the Certification Director will manage the chapter's certification study program, encourage members to become SHRM-CP or SHRM-SCP certified and assist those who are recertifying. The member who fulfills this role must be SHRM-CP or SHRM-SCP certified.

Membership Director (1 yr. term)

In this role, the Membership Director will manage the membership functions to successfully maintain and/or increase the chapter's membership. The Membership Director will also maintain the chapter's membership database/roster and online directory. Finally, this board member will guide or assist with any membership drives, events or activities.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rebecca.rowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Increase Diversity in Your Organization

Building a diversity strategy is a critical goal for many organizations, but how do you get started? Diversity can feel ambitiously amorphous because it touches every part of the organization from hiring to onboarding to culture. Not only do you want to attract a more diverse pool of candidates, but you want to keep them engaged and motivated over time. This means that to scale diversity throughout your organization, you need to consider all parts of the employee experience.

As you work to refine your diversity strategy, keep these 3 key levers top of mind:

1. Talent Acquisition 2. Candidate Pipeline 3. Employee Engagement

Tips for increasing workplace diversity:

- Implement inclusive hiring practices
- Educate managers on the benefits of diversity in the workplace
- Create more inclusive workplace policies
- Communicate clearly and create employee-led task forces
- Offer meaningful opportunities for employee engagement
- Offer inclusivity employee training programs

A successful diversity strategy starts with listening to what prospective and existing employees value in a workplace. In the end, your business can only benefit from the unique perspective each individual brings to the table.

Source: [Julie Li](#) [READ MORE](#)

Follow this link to learn more about the benefits of your SHRM membership
<https://www.shrm.org/about-shrm/Pages/Membership.aspx>

Legislative

Beth Ede, SHRM-SCP, SPHR – Legislative Representative

COVID-19 and Safe Organizational Practices and Requirements

We have been sharing a lot of information over the past few months on resources and guidance related to COVID-19 and the safe operations of our organizations. There are some updated and new resources available that will help you navigate these uncharted waters. Be sure to take some time to continually review your organization's plan and adjust as needed. The best advice from other countries is to take things slow but adjust plans quickly.

OSHA Guidance on Reopening Businesses

- [Federal OSHA General Resources](#)
- [Return-To-Work Booklet](#)

MN Department of Health

- [COVID-19 Site Resource Page](#)

WI Department of Health Services

- [COVID-19 Resource Page](#)

U.S. Department of Labor

[Coronavirus Resources](#)

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