



MESSAGE FROM THE PRESIDENT

It is back to school time, and I hope you and your families are well!

Please us next Wednesday, August 5th for our next virtual CAHRA meeting. We are excited to have one of our favorites back, Jennifer Hall with Baker Donelson. Please see the next page for registration information!

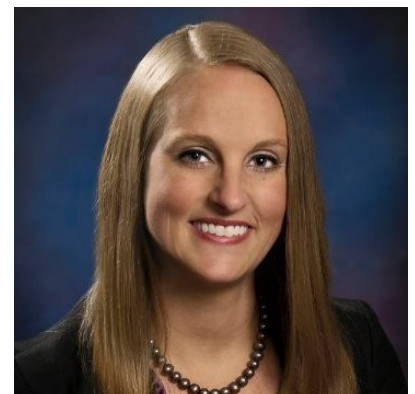
In lieu of our normal September Networking meeting, we will be hosting an online auction and SHRM Foundation Donation drive in September. Please contact Brenda Barron (see more details on page 4) if your organization can donate an item.

We are now accepting nominations for the 2021 Treasurer position on our Board. If you are interested or would like to nominate a member to the board, please submit the member's name to our 2021 Chapter President, Connie Siggers-Parker at conniesiggersparkerhr@comcast.net.

I want to applaud all of you for the endless hours and work you are putting in to keeping your employees and families safe, informed and supported. Our jobs duties are ever-changing, and I cant think of a better time for us to lean in and support each other. Please contact any of our board members if you have any questions, suggestions, or needs.

Thank you for hanging in there with us, and be safe!

Melissa Robbins, SHRM-CP, PHR
CAHRA CHAPTER PRESIDENT



MEETING INFORMATION

DATE: August 5th 2020

TIME: 11:30am

LOCATION: VIRTUAL - see
registration info!

Speaker: Jennifer Hall

Topic: COVID-19: The Families
First Coronavirus Response
Act, Unemployment, and
Returning to School

2020 Officers

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Melissa Robbins PHR, SHRM-CP
SFBLI

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Waggoner Engineering

BAKER DONELSON

JENNIFER HALL

A shareholder licensed in both Mississippi and Tennessee, Jennifer assists clients in areas including single plaintiff and multi-plaintiff discrimination defense, employee classification issues, retaliation defense, state employment law issues, and wage and hour matters. She frequently represents employers before the EEOC, DOL and MDES, and in federal and state courts.



Jennifer coordinates the Jackson office's Third Thursday Labor & Employment Breakfast Briefing series and she is a frequent speaker and author on employment issues. She takes an active role in the Mississippi Bar Association, serving on its Women in the Profession Committee and its Labor and Employment Section Executive Committee, as well as having served as president of the Young Lawyers Division in 2011– 2012. Inside the Firm, she serves on the Pro Bono and Recruiting Committees and has been a recipient of the Jackson office's pro bono award.

Jennifer was named as one of the Best Lawyers in America by Employment Law Magazine, and has also received the Mississippi Business Journal's Leaders in Law award in 2018. She is a member of SHRM and CAHRA, the Capital Area Bar Association, the Mississippi Women Lawyers Association, and the Mississippi Defense Lawyers Association. Jennifer served as Editor for the Mississippi Lawyer Magazine from 2017-2018.

Jennifer is an alumni of the Leadership Greater Jackson Class of 2009, and also serves on the Board of Directors for the Girl Scouts of Greater Mississippi. She is a sustaining member of the Junior League of Jackson.

HOW TO REGISTER FOR AUGUST 5th VIRTUAL MEETING

Our next CAHRA meeting will be Wednesday, August 5th @ 11:30 a.m.
COVID-19: The Families First Coronavirus Response Act, Unemployment, and
Returning to School

presented by Atty. Jennifer Hall with Baker Donelson

To register visit: [https://attendee.gotowebinar.com/
register/3680505631383915791](https://attendee.gotowebinar.com/register/3680505631383915791)

Please continue to check our website @ <https://cahra.shrm.org/events> for
virtual training webinars, monthly meeting topics, and speakers.

MISSION STATEMENT

CAHRA is committed to serving and supporting local HR professionals by enhancing development through education and resources, providing opportunities for networking, and creating strategic community partnerships.

3 Steps to Sustainable Diversity and Inclusion Strategies

AUTHOR: Mary Baker with Gartner Consulting

In a recent Gartner survey, Diversity and Inclusion was reported as the top talent management priority for CEOs, and more than 800 CEOs have signed the CEO Action Pledge for Diversity and Inclusion. Yet only 36% of D&I leaders report that their organization has been effective at building a diverse workforce. Gartner research also reveals that 80% of organizations rate themselves as ineffective at developing a diverse and inclusive leadership bench.

“While CEOs are prioritizing and committing to the values of D&I, and want to see progress, ultimately the current measures aren’t moving the needle enough,” said Romansky.

Employees are also struggling to determine how to promote D&I. Gartner research shows that only one-third of employees agree that they have the ability to influence inclusion at their organization. Furthermore, only 27% of employees feel that their organization informs them of opportunities to promote inclusion in their day-to-day work.

Diversity and Inclusion is a priority to which CEOs are committed, but organizations are struggling to make real progress. Here are 3 steps to a sustainable approach.

No. 1: Focus on your employees

Progressive organizations take an [employee-centric approach](#) to realizing D&I outcomes, concentrating on what is relevant to their unique employee base and promoting employee ownership. To do this, D&I strategies must be aligned to and owned by the organization broadly.

Determine the specific organizational and employee challenges to enable HR and D&I leaders to design a relevant D&I strategy. Then communicate through clear messaging that promotes organization wide ownership of D&I goals. Guide employees on how they can directly contribute to helping the organization achieve its D&I goals.

No. 2: Prioritize a metric that tracks overall progress over time

Although employers can implement many D&I initiatives, not all drive inclusion equally across the workforce. A recent Gartner survey found that 85% of D&I leaders cited organizational inclusion as the most important talent outcome of their D&I efforts. Yet only 57% of organizations currently use that metric to track D&I progress, and many of those aren’t confident in that metric.

No. 3: Embed D&I into existing talent and business processes

To ensure enduring and consistent D&I outcomes, embed initiatives into existing processes. Gartner research shows that 65% of D&I leaders are primarily using people to champion D&I efforts, yet 67% of D&I leaders believe that leveraging processes is more effective at achieving D&I goals.

Talent management processes — succession planning, recruiting, performance management — are the most susceptible to bias, and should be the starting point for embedding D&I. However, leading organizations are going beyond embedding D&I into just the HR function, and they are looking at other key business functions and their processes, such as finance and accounting and operations, for opportunities. “Ultimately, sustainable and enduring strategies are what enable organizations to make real D&I progress, which is necessary to create the diverse workforces we need to collaborate, innovate and grow our businesses,” said Romansky.

SHRM Foundation Silent Auction

CAHRA will be conducting a Virtual Silent Auction via an on-line portal this year. We will hold the auction sometime in September, date to be determined. The funds raised will be donated to the SHRM Foundation from the CAHRA Chapter.

We are requesting that all members make a donation of any item we can add to a gift basket or auction off on individually. A few items that are great to have are sporting event tickets, vacation/condo rentals, jewelry, pottery, coolers, electronics, liquor, food items. Also any type gift card for services including facials/botox/mani/pedi etc. If you want to create your own gift basket ready to go we can auction that off as well. Please keep in mind we need items for males and females and individuals of all ages to raise more funds for the SHRM foundation.

If you would like to make a donation you can drop your items off at:

Professional Staffing Group

2475 Lakeland Drive; Suite C

Flowood, MS 39232

or arrange with Brenda Barron to have it picked up. Her email address is Brenda@prostaffgroup.com or her cell phone number is 601-421-9367.

Please let us know as soon as possible as we will have to take photos and post all items on-line prior to the auction.

More about the SHRM Foundation:

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management.



Congratulations!

Congratulations to the following CAHRA member who earned her SHRM certification in the spring of 2020: Eliza Ueltschey, Recruitment Specialist at Methodist Rehab! We hope to have many more members earn their certification this year!

The 2020 winter exam window is December 1 - February 15, 2021. Applications are currently being accepted. The regular application deadline is December 1, 2020. For more information, please visit the [SHRM certification site](#). The SHRM Foundation offers [scholarships](#) for the exam and preparation costs.

****PLEASE REMEMBER** - CAHRA will award \$75.00 to members who certify for SHRM-CP and \$100.00 for SHRM-SCP!**

For more information about SHRM certification, you can contact Dr. Angel Longino, SHRM-CP, at aslongino@gmail.com or 601-968-5826.



Eliza Ueltschey, SHRM-CP

Recruitment Specialist at Methodist Rehab

NOMINATIONS NOW OPEN



We are now accepting nominations for the 2021 Treasurer position!

Qualifications and criteria are:

- achieved and maintained certification from SHRM (SHRM-CP or SHRM-SCP) or HRCI (PHR or SPHR)
- serve a 6 year term on rotating board

In the role of Treasurer, you will fulfill the role of financial officer, collect and distribute funds, maintain membership roster, provide financial reports, and attend chapter board meetings.

If you are interested or would like to nominate a member to the board, please submit member name to our 2021 Chapter President, Connie Siggers-Parker at conniesiggersparkerhr@comcast.net.

Capital Area Human Resources Association

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Website: <http://cahra.shrm/org> | Email: jxncakra@yahoo.com

Linkedin: [CAHRA - Capital Area Human Resource Association \(Jackson, MS Metro Area\)](#)

Facebook: <http://facebook.com/CAHRAJackson>

