



## MESSAGE FROM THE PRESIDENT

Happy New Year!

I am excited and honored to serve as the 2020 CAHRA President. We have outstanding board members who are all committed to making CAHRA a great organization in 2020 and into the future. Our January 9<sup>th</sup> meeting begins with the installation of our board. Please commit to attend and put faces with the names of the members who will be serving our chapter this year.

In 2020, I invite you to commit to getting involved with CAHRA in some way. I often hear how good people feel once they take the time to get involved and really use CAHRA as a networking and professional development opportunity.

Here are some ideas I would like for you to consider:

Commit to inviting one person to a meeting that could be a potential new member. We are hoping to continue to grow membership in 2020.

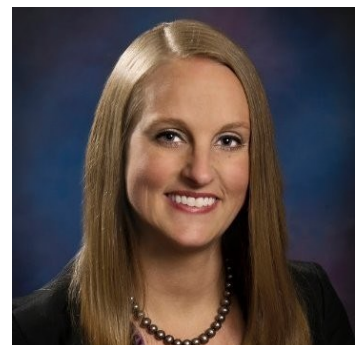
Commit to introducing yourself to someone new at each meeting next year. This is where we really benefit from being a member of CAHRA!

Commit to volunteering for something next year. This doesn't have to be anything major. It could be as simple as calling a potential meeting sponsor, inviting a potential member to an event, or to ask for a silent auction donation for the September Night Networking meeting. Please don't hesitate to ask a board member or committee chair on how you can help!

Commit to offering one suggestion on how to make CAHRA better. We want to hear from you! We want to provide speakers and opportunities specific to what our members request, but we cannot act if we don't get the feedback. Please email [jxncahra@yahoo.com](mailto:jxncahra@yahoo.com) with any feedback or suggestions.

Thank you in advance for partnering with us to make 2020 a great year!

Melissa Robbins, SHRM-CP, PHR



## MEETING INFORMATION

DATE: January 9, 2020

(THURSDAY)

TIME: 11:30am

LOCATION: Hilton Jackson -  
Penthouse

Speaker: Curnis Upkins and  
Jim Martin - Savio HR  
Solutions

Topic: Unemployment  
Insurance Management

### 2020 Officers

#### President

Melissa Robbins PHR, SHRM-CP  
SFBLI

#### President Elect

Connie Siggers-Parker PHR,  
SHRM-SCP  
Comcast

#### Vice President

Brandi Garrett PHR, SHRM-CP  
GI Associates

#### Secretary

Loretta Phillips SHRM-CP  
Madison Co Board of Supervisors

#### Treasurer

Jennifer Stewart SHRM-CP  
Precision Spine

#### Past President

Tracy Osborn, SPHR, SHRM-SCP  
Waggoner Engineering



- Curnis Upkins
- Jim Martin

Curnis serves as Vice President of Human Resources & Workforce Services for Savio HR Solutions. His previous experience includes ten years as VP of the Health Careers Center & Director of Unemployment Insurance Program; five years as Director of Human Resources for St. Dominic – Jackson Memorial Hospital; and 18 years with Mississippi Department of Employment Security (MDES). The last ten years with MDES were served as an Unemployment Insurance Administrative Law Judge.



Jim has been employed by Savio HR Solutions (MHA Solutions), as Director for 21 years. Prior to joining Savio HR Solutions, he was employed with the Mississippi Department of Employment Security (MDES) for 12 years. During his tenure with this agency, he worked in the positions of Employment Interviewer, Supervising Interviewer, Program Specialist, Chief Technical Services, and lastly as Asst. Chief of the Benefit Payments Department. This is the department where all initial determinations are made on claimant's eligibility to receive benefits. Prior to working with MDES, he was employed in restaurant management with Waffle House for 3 years, where he was last employed as a District Manager.

For more than 40 years, Savio HR Solutions has helped organizations with employee retention, development and separation management. Effectively managing the workforce in today's complex regulatory and often litigious environment takes a great amount of time, many years of experience, and extensive research capabilities.



Menu for the January meeting is as follows: Pre-Set garden salad with ranch and balsamic dressings; grilled chicken tenders; fried catfish; baked beans; turnip greens; scalloped potatoes; Mississippi Mud Pie; Rolls; iced tea and coffee

Happy New Year

## 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.

# SHRM® CERTIFICATION

## SHRM-CP® AND SHRM-SCP®

The SHRM certification spring testing window is May 1 - July 15, 2020. Important application dates:

APPLICATIONS ACCEPTED	EARLY-BIRD APPLICATION DEADLINE	STANDARD APPLICATION DEADLINE
January 6, 2020	March 20, 2020	April 10, 2020

## December Holiday Party!



Jackie Mack led us in “The 12 Days of Christmas: Employment Law Version”

It was quite entertaining!



CAHRA honored Billy Sims with a Lifetime CAHRA Membership, and CAHRA members expressed their appreciation for Billy’s continued dedication to CAHRA and the HR community over the last 40+ years.



# The Dangers Of Mistaking Diversity For Inclusion In The Workplace

Dana Brownlee, Forbes Contributor

This article is the first in a series focused on Diversity and Inclusion in the workplace. Please note that references to minorities within the article are meant to refer to any underrepresented groups within an organization.

These days there's an alphabet soup of terms focused on encouraging fairness in the workplace. Most organizations have a senior level executive of Equity, Engagement, Culture, Belonging, Fairness etc., but the most common phrase is "Diversity and Inclusion" (D&I) – which sounds great, but what does it really mean? Are these concepts similar, complementary, or different? The truth is that too many companies make the mistake of assuming that diversity and inclusion are synonymous or that one automatically implies the other...and that mistake is arguably a risky one. In fact, Gallup's 2018 report "[3 Requirements for a Diverse and Inclusive Culture](#)" highlights the importance of acknowledging D&I as two very different concepts. The report concludes, "Gallup's research indicates recognizing that diversity and inclusion are very different things is the first step in the journey toward creating a uniquely diverse and inclusive culture."

## Defining Diversity

Indeed, diversity and inclusion sound pretty similar, but the truth is that they connote quite different concepts. The [2018 Gallup report](#) defines diversity as "the full spectrum of human differences." Dimensions of diversity might include visible traits like age, gender, disability and ethnic background or invisible traits like socio economic status, marital status and sexual orientation. Lori George Billingsley, Chief Diversity Officer for the Coca-Cola Company defines diversity as "the differences you can see or describe in people." In essence, workplace diversity connotes just what we think it does – having a workplace that represents different types of people and backgrounds. Joni Davis, Vice President and Chief Diversity Officer for Duke Energy further explains, "We want our workplace to reflect the communities we serve."

## Diversity vs. Inclusion

The 2018 Gallup report asserts, "Inclusion refers to a cultural and environmental feeling of belonging. It can be assessed as the extent to which employees are valued, respected, accepted and encouraged to fully participate in the organization." Contrary to what some may assume, diversity doesn't necessarily imply inclusion. In fact, the Harvard Business Review article "[Diversity Doesn't Stick Without Inclusion](#)" focuses on this distinction. The article asserts, "Part of the problem is that 'diversity' and 'inclusion' are so often lumped together that they're assumed to be the same thing. But that's just not



## 2020 Membership Dues and Meeting dates

Thank you for your continued commitment to the CAHRA organization during the 2019 year. We are looking forward to an awesome 2020 Membership year. The Capital Area Human Resource Association chapter dues are annual (calendar year January - December). Renewal of membership is required in January every year. The cost of the lunch at the monthly meetings is included in the dues. We ask that all renewing members complete a 2020 Membership Application and submit with their dues on or before January 1, 2020.

## Membership Application

The applications can be used as an invoice, if needed, for your company's accounts payable department. If you need any additional information, please contact the Membership Chair.

[https://cahra.shrm.org/sites/cahra.shrm.org/files/2020%20Membership%20Application%20\(002\)\\_11\\_11\\_2019\(1\).pdf](https://cahra.shrm.org/sites/cahra.shrm.org/files/2020%20Membership%20Application%20(002)_11_11_2019(1).pdf)

To pay your dues with a credit card via PayPal, [click here](#). **\*\*Note:** There is a \$5.00 processing fee if paying via PayPal.

## 2020 CAHRA meeting dates are:

1. Thursday - January 9th
2. Wednesday - February 5th
3. Wednesday - March 4th
4. Wednesday - April 1st
5. Tuesday - May 5<sup>th</sup> (Breakfast meeting @ 8:30 a.m.)
6. Wednesday - June 10th
7. July – no meeting
8. Wednesday - August 5<sup>th</sup>
9. September (Date TBD) - Night Networking Event and SHRM Foundation @ 5:30 p.m. (Location TBD)
10. Wednesday - October 7th
11. Wednesday - November 4th
12. Wednesday - December 2nd (Holiday Luncheon)

Please be sure and check the CAHRA website for more information throughout the year. We are looking forward to an exciting 2020! -Connie Siggers-Parker, PHR, SHRM-CP

## Capital Area Human Resources Association



P.O. Box 16042 | Jackson, MS 39211

Website: <http://cahra.shrm.org> | Email: [jxncahra@yahoo.com](mailto:jxncahra@yahoo.com)

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

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