



MESSAGE FROM THE PRESIDENT

I cannot believe we are almost half way through this year. And what a year it has been! I pray you and your families are well. I also pray for you as leaders during this transition of physically getting back to work. As a board we have discussed how we have had to have several “difficult conversations” regarding returning to the office, work performance while out of the office, etc. This is how we decided on the topic for this month’s meeting, “Having the Difficult Conversation”. I hope you will join us next Wednesday, June 10th for our virtual CAHRA meeting. Please see the next page for registration info!

Congratulations to our 2020 Sons and Daughters Scholarship Award Winner:

Keely Young

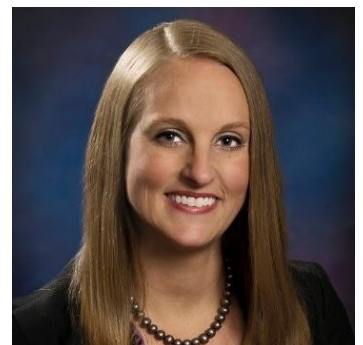
Daughter of CAHRA member Shelby Smith

Please refer to the last page for more information on this recipient.

Please reach out to me or any of our board with suggestions on topics for speakers for the remainder of the year. With this being such an interesting time in our HR world, we want to be sure we are serving you!

Please stay safe, and I hope to see you all again very soon!

Melissa Robbins, SHRM-CP, PHR
CAHRA CHAPTER PRESIDENT



MEETING INFORMATION

DATE: June 10th, 2020

TIME: 11:30am

LOCATION: VIRTUAL - see
registration info!

Speaker: Dan Ridley

Topic: Having the Difficult
Conversation

Dan Ridley - Motivational Speaker/Presenter

Seminar leader, trainer and “edutainer,” Dan Ridley has become a widely sought speaker. His broad background in mental health and education allows him to put a unique and entertaining spin on topics that are plaguing our classrooms, corporations and our families. In his trainings, Dan places a strong emphasis on finding solutions to problems in the last place we typically look: inside ourselves. Dan promotes the idea that self-awareness and self-management can lead individuals to make powerful changes with themselves. As this occurs positive change can ripple through our classrooms, families and organizations alike.



The key to finding the answers to many of today's problems does not involve looking within the boardroom, the classroom or corporation we must begin to look within ourselves. If we are going to establish cultures that really last our perspective must shift to the Inside-Out!

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HOW TO REGISTER FOR June 10th VIRTUAL MEETING

Please click on the link below to register for the meeting:

<https://attendee.gotowebinar.com/register/8672501725417327375>

After registering, you will receive a confirmation email containing
information about joining the webinar.

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.

Cultural Competence: An Important Skill Set for the 21st Century

AUTHORS: Maria Guzman, Tonia Durden, Sarah Taylor, Jackie Guzman, Kathy Potthoff

Cultural competence is the ability of a person to effectively interact, work, and develop meaningful relationships with people of various cultural backgrounds. Cultural background can include the beliefs, customs, and behaviors of people from various groups. Gaining cultural competence is a lifelong process of increasing self-awareness, developing social skills and behaviors around diversity, and gaining the ability to advocate for others. It goes beyond tolerance, which implies that one is simply willing to overlook differences. Instead, it includes recognizing and respecting diversity through our words and actions in all contexts.

Why Is Cultural Competence Important?

Demographic shifts and an increasingly diverse population

The United States has always had an ethnically diverse population, including African Americans, Native Americans, and Japanese Americans, to name a few. In recent years, our country has undergone dramatic shifts in its population, particularly as rapid migration has changed its landscape. For example, the Hispanic population in the U.S. rose from approximately 12.5 percent in 1990 to over 16 percent by 2009, and is anticipated to comprise 25 percent of the population by 2050. The U.S. Census Bureau estimates that by 2043, the U.S. will become a “majority minority” country. This means that although the non-Hispanic white population will still be the biggest group, a single group will no longer make up the majority. More than 50 percent of the population will identify as belonging to an ethnic minority group or any group other than non-Hispanic white.

In other words, although we have always lived in an ethnically diverse society, we are all operating in an increasingly culturally diverse environment where we need to be able to interact, communicate, build relationships, and work effectively with people from diverse cultural and ethnic backgrounds. Moreover, those of us working with youth need to prepare them to operate in a society that will be even more diverse in terms of religion, ethnic background, and sexual orientation.

Societies are increasingly becoming globalized

Today’s world is diverse and global. Technology has made interactions across cultures around the world a very common experience. Social networking sites, blogs, and chat rooms are letting people regularly interact across national borders. Many industries currently have a significant amount of international collaboration, and careers in many fields increasingly entail working with people from different countries, both directly and indirectly. Children and youth today need to be prepared to enter a workforce and adult society that spans across borders and involves interacting with people of diverse backgrounds in myriad settings.

Recognizing our increasingly globalized society, many industries and professional organizations (e.g., National Education Association, RAND Corporation) are emphasizing the importance of cultural competence and related skills (e.g., global awareness) as essential in today’s workplace. Numerous universities are also incorporating cultural awareness and development as part of the higher education experience and career preparation by creating opportunities for students to participate in international experiences. Successfully navigating our globalized society entails being able to understand and appreciate diversity in its many forms, and to effectively engage and communicate with people from different cultures.

Persistence of issues around cross-cultural contact, discrimination, and related challenges

Despite the fact that societies are becoming more culturally diverse and globalized, issues surrounding inequality, bias, and breakdowns in intercultural communications persist. The FBI reports that in 2013, there were almost 6,000 reported incidences of hate crimes in the United States. Of these, almost 60 percent had racial or ethnic motivations; 20 percent were around sexual orientation; and 17 percent involved religion. There are also numerous bias incidents, persistent inequalities around racial and ethnic lines, and institutional policies that perpetuate inequalities at both the individual and institutional levels. One need not look beyond recent news reports to find that ethnic tensions persist.

Discrimination and bias in various forms are hurtful all around

Discrimination and bias have serious consequences. For example, stereotypes and bias have been claimed as the foundation for the surge in reported incidences of police brutality and the deaths of African Americans. A substantial body of work has also shown that victims of bias suffer in ways that may be less visible—in their academics, work performance, and other domains of life—even when those biases are subtle. Research on “microaggressions” (i.e., regular or daily subtle and minor acts of bias that may be consciously or unconsciously expressed) illustrate this point and show that even subtle incidences can have cumulative and serious consequences for socio-emotional well-being.

Negative effects are evident not just for the victims of biases. Recent research suggests that stereotyping, bias, and incidences of microaggressions not only affect the victim but also contribute to a hostile environment for everyone so that people in the broader setting (e.g., workplace) might feel invalidated or even intimidated and abused.

In addition, holding biases and prejudice also negatively affects the very persons holding those stereotyped beliefs. Experimental research shows that individuals with racial biases who interact with people of color show increased levels of cortisol and other stress hormones. Thus, biases and stereotypes have negative effects all around—for individuals and institutions, as well as for the targets of bias and for those holding such biases.



KEELY YOUNG

Daughter of CAHRA member Shelby Smith,
HR Director with Canopy Children's Services

Congratulations to our 2020 CAHRA Sons and Daughters Scholarship Award Recipient!

Keely is a 2020 graduate of Madison Central High School and plans to attend the University of Mississippi in the fall majoring in Nursing with a minor in Psychology. She has always planned to work in medicine, and her goal is to complete the CNP program after her undergraduate studies.

Thank you!

Thank you members of CAHRA for your encouragement and support during my research process. I successfully defended on May 14, 2020 and am officially Dr. Longino.

Dr. Angel S. Longino, SHRM-CP

Capital Area Human Resources Association

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