



## MESSAGE FROM THE PRESIDENT

Hello CAHRA members and Happy September!

There is lots of activity happening this month and I look forward to seeing you at some of these events. Thanks for your involvement in moving the HR Profession forward.

### STATE CONFERENCE

I am excited for the 24<sup>th</sup> Annual Mississippi Human Resource Conference & Expo next week and I hope to see many of you in attendance. There is still time to register if you haven't yet but want to attend (<http://bit.ly/2019MSSHRMCONFERENCE>). Check out the link for the agenda, speakers, exhibitors and sponsors.

### TAKE ACTION!

#### **Email Your Lawmakers to Co-Sponsor H.R. 1043 and S.460, the Employer Participation in Repayment Act!**

Lawmakers have introduced H.R. 1043 and S.460, the Employer Participation in Repayment Act. The proposal would expand section 127 of the Internal Revenue Code (IRC) to include student loan repayment. If enacted into law, employers would be able to voluntarily provide student loan repayment as a tax-free benefit up to \$5,250 per year, per employee.

### VOLUNTEERS NEEDED

CAHRA Volunteers are needed for an October 16<sup>th</sup> event, **GET TO WORK RESUME BUILDING WORKSHOP**. We need 8 volunteers to work a 2.5 hour shift assisting with resume building or doing mock interviews. The workshop is from 9:00 A.M. until 2:00 P. M. so 1<sup>st</sup> shift is 9 – 11:30 and second from 11:30 – 2. Please contact me if you will volunteer ([tracy.osborn@waggonereng.com](mailto:tracy.osborn@waggonereng.com)). This event is hosted Mississippi Public Broadcasting and located at Mississippi Public Broadcasting, 3825 Ridgewood Road, Jackson, MS 39211. <https://gettingtowork.mpbonline.org/>

### NIGHT NETWORKING EVENT

Come join us at the NIGHT NETWORKING EVENT on Tuesday, September 24<sup>th</sup>! Make sure to **RSVP**.

### FINAL CALL FOR NEW 2020 BOARD MEMBER NOMINATIONS

If you are interested in serving on the CAHRA Board (2020 – 2025 term), please contact me or Melissa Robbins, President-Elect, ([mrobbins@sfbli.com](mailto:mrobbins@sfbli.com)) to submit your name and bio. This is open to SHRM certified CAHRA members.

**Tracy Osborn, SHRM-SCP, SPHR  
CAHRA CHAPTER PRESIDENT**



## MEETING INFORMATION

DATE: September 24, 2019

TIME: 5:30pm

LOCATION: Shaggy's on the  
Rez

TOPIC: Night Networking and  
SHRM Foundation Silent  
Auction

### 2019 Officers

#### President

Tracy Osborn, SPHR, SHRM-SCP  
Waggoner Engineering

#### President Elect

Melissa Robbins PHR, SHRM-CP  
SFBLI

#### Vice President

Connie Siggers-Parker PHR,  
SHRM-SCP  
Comcast

#### Secretary

Brandi Garrett PHR, SHRM-CP  
GI Associates

#### Treasurer

Loretta Phillips SHRM-CP  
Madison Co Board of Supervisors

#### Past President

Lindsey Hoskinson, PHR, SHRM-CP  
RevClaims



**Sushman Biswas Contributing Editor - HR Technologist**

### How Can Technology Help Promote Diversity and Inclusion in the Workplace?

With initiatives like equal pay day, companies are working towards closing the gender and ethnic pay gap. However, just instituting such days is not enough. Active measures to overcome unconscious bias in hiring will lead to the development of a well-represented diverse workforce. Here are three ways technology can help do just that.

#### 1. Create job descriptions that appeal to diverse candidates

Job descriptions are usually an afterthought in recruiting. However, they are an important factor of an organization's overall human capital strategy. In addition to setting candidate expectations, job descriptions are also an essential compliance checkpoint. Today, AI-powered analytics solutions can help employers identify bias in job descriptions, such as phrases that tend to be more masculine than feminine and recommend alternate phrases, words or sentences that help recruiters write more inclusive job descriptions. This can help reach out to the largely untapped diverse candidate pool out there.

#### 2. Reduce unconscious bias

AI-powered recruiting solutions can be trained to perform objective assessments of skills, competencies, and talents, while ignoring demographic factors like gender, race, and age. Take, for example, bowmo – an HR-based software as a service platform (SaaS) – that helps eliminate the bias in database and resume searches. A pure skill-set-matching algorithm based on the Boyer-Moore string search algorithm makes this possible. The software is so designed that it does not use name, race, gender, sexual orientation, religion, or disability as screening parameters. It purely assesses the correct fit basis role, years of experience, technical skill/s, and sometimes education.

#### 3. Highlight disparity in compensation

Embracing workforce analytics to address the diversity issue can help significantly. An analytics platform can comb through data from multiple sources and provide insights on the recruitment, compensation and benefits patterns of the revealing pay gaps across the diverse workforce. A data-driven approach like this attaches real numbers to the diversity issue and can help CHROs create a strong business case to tackle the diversity and inclusion issue on priority.

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**THANK YOU to our September Networking Meeting Sponsor: Ultimate Software**



Our mission is to deliver unified, end-to-end HCM cloud solutions - everything from HR, to payroll, to benefits, to time & attendance, to recruitment, to talent management - to improve the personal work experience for you and your people - the power behind your business To find out more about Ultimate Software, please visit [www.ultimatesoftware.com](http://www.ultimatesoftware.com)

## 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.



MARK YOUR CALENDARS:

24th Annual Mississippi Human Resource Conference & Expo  
September 16-18, 2019  
BancorpSouth Arena & Conference Center, Tupelo, MS

To register, click [here](#)



CAHRA will host our annual Night Networking Event on Tuesday September 24th, 5:30pm, at Shaggy's! Come spend some time with your fellow CAHRA members and enjoy some delicious food and drinks!

Entertainment by Doug Hurd!

**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>

