



# Bluegrass SHRM

Society for Human Resource Management

BGSHRM Gazette | September 30, 2021

## 2022 BOARD NOMINATIONS ARE NOW OPEN

Join the 2022 BGSHRM Board of Directors! Submit a nomination or self-nomination by **Friday, October 1, 2021** to **Leslie Jarvis** at [president@bgshrm.org](mailto:president@bgshrm.org). Elections will be held in October. The following positions are open:

- **President Elect**
- **Secretary**
- **Wellness Director**
- **External Communications Director**
- **College Relations Director**
- **Workforce Development Director**

Descriptions for each position can be found [HERE](#).

## UPCOMING EVENTS

<b>SEPTEMBER</b>	○	Suicide Prevention Awareness Month
<b>15</b>	—	Hispanic Heritage Month Begins
<b>OCTOBER</b>	○	Global Diversity Awareness Month
<b>1</b>	—	Final day to submit Board Nominations
<b>11</b>	—	World Health Mental Day
<b>12</b>	—	Chapter Meeting: Breaking Down Barriers to Employment <a href="#">Register HERE!</a>
<b>NOVEMBER</b>	○	Native American Heritage Month
<b>11</b>	—	Veterans Day
<b>25</b>	—	Thanksgiving Holiday

## SHRM FOUNDATION SILENT AUCTION

Attention all BGSHRM Members and Non-Members, we want YOU! We are holding our annual Silent Auction Fundraiser again virtually, to benefit the SHRM Foundation, from November 5 – 9 and need your help to make it a success! We are looking for:

- **A Title Sponsor (an exclusive opportunity for one lucky company or member)**
- **Event Sponsor(s)**
- **Donations for the Auction**
- **Volunteers to assist with the auction and/or secure items**

Assisting with the auction allows you the opportunity to network with your fellow BGSHRM members all while helping raise funds for the SHRM Foundation. No item is too big or too small to donate. All items must be received no later than **October 19**.

We are really excited about this year's auction and have already received some great items! Please reach out to Tiffany Yarbrough at [foundation@bgshrm.org](mailto:foundation@bgshrm.org) ASAP if you want a copy of the donation letter, are interested in helping with any of the above items and/or have additional questions.

## 2021 D&I VIRTUAL SUMMER BOOK CLUB

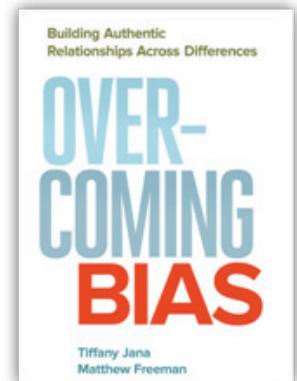
On Tuesday, July 20, 2021, BGSHRM's Diversity & Inclusion (D&I) Committee hosted the very first meeting of the D&I Virtual Summer Book Club. The focus of this discussion was *Overcoming Bias* by Tiffany Jana and Matthew Freeman. This event was available exclusively to BGSHRM Members. The activity was free and those who completed this reading and discussion were eligible to receive 3 SHRM PDCs!

This event presented yet another opportunity provided by the BGSHRM D&I Committee for local HR professionals to join the ongoing conversation related to D&I issues, and discuss their impact, both at work and at home. Although attendance is not recorded during D&I activities (to protect the anonymity of participants during the ongoing D&I learning/growth process), the turnout for this event was substantial, and the session was well received!

Participants during the first meeting of the D&I Virtual Summer Book Club had the following to say.

*"Jennifer facilitated a safe environment where participants could share personal stories and tackle the "why" behind their biases using group discussion and activities. I am excited to see what our next read will be!"*

*"Having the discussion with other members was helpful to gain insight and openly share our own biases and biases we have experienced. I am looking forward to connecting with membership in this fun, safe, and insightful way. I wonder what book read will be next?"*



Due to the success of this event, the D&I Committee is already considering continuing this tradition during Summer 2022! These D&I activities are important to foster open and honest D&I conversations that are critical for personal and professional growth in our community. We hope to see you there!

## CERTIFICATION SCHOLARSHIPS: SAVE THE DATE!

### Certification scholarship application window: October 12 - December 10

The 3rd Annual BGSHRM Certification Scholarship application process will open on October 12. Applications will be accepted until Friday, December 10, 2021, with the award announcement taking place during the January chapter meeting. If you are interested in pursuing SHRM Certification, this opportunity may be for you!

The purpose of the BGSHRM Certification Scholarship is to provide financial assistance to BGSHRM members who are interested in obtaining SHRM certification and are not financially reimbursed from their employer or other sources. The scholarship will provide \$1,500 for the recipient to use toward certification preparation and testing. Eligible applicants must be a current active BGSHRM member who plans to sit for the exam within 12 months after receiving the award.

The scholarship is sponsored by the University of Kentucky Federal Credit Union (UKFCU) in memory of LeeAnne Mantz, a former BGSHRM member who was integral in the creation of the partnership between BGSHRM and UKFCU.

In total, BGSHRM has awarded 5 scholarships to our membership community. We are proud of our past recipients as all 5 have successfully obtained SHRM Certification! The application will go live on October 12 during the next BGSHRM Chapter meeting. Members will be notified via email when the application is live. For now, save the date and encourage your BGSHRM friends and co-workers to apply for the award!

For questions, please contact Heather Humphreys at [certification@bgshrm.org](mailto:certification@bgshrm.org).

## **DIVERSITY, EQUITY & INCLUSION ROUNDTABLE:** **ACTIONABLE TAKEAWAYS TO START YOUR DEI PROGRAM**

Post-summer of 2020, the buzz words became Diversity, Equity & Inclusion. Companies all across the country made statements, donations, and policy changes in support of movements like Black Lives Matter. While awareness of systematic racial injustice has increased, many employers and HR professionals have been left wondering what they could do specifically to affect change within their organization. Where do you start with an issue this big and complex?

Oftentimes, the advice we receive is abstract, at best. Whenever you're talking about creating a workplace that is more diverse, equitable, and inclusive more than likely, you are talking about creating a cultural mindset shift. This can seem like a daunting task.

The Diversity & Inclusion Committee of the Bluegrass SHRM chapter hosted a DEI Roundtable event to discuss how employers are currently tackling these challenges. Several ideas were presented that HR professionals can start implementing right away to foster change. Here are a few of the key takeaways:

### **1 Examine your current recruitment process to determine where bias may be lurking**

- Evaluate where job openings are being posted to ensure a diverse candidate pool is reached.
- Consider implementing an assessment in the hiring process to remove some of the subjectivity from the process.
- Evaluate job descriptions to ensure that the job requirements and competencies don't adversely affect certain groups.
- Ensure a diverse interview panel, this can include cross-departmental interview panels.
- Include a DEI statement on your job postings to communicate and demonstrate your Company's commitment to inclusive hiring practices.

### **2 Claim your company's Glassdoor and LinkedIn pages**

- Use this as a marketing/ recruitment tool and encourage current employees to write reviews.

### **3 Ensure hiring managers are trained on how to recognize unconscious bias**

- Use websites like LinkedIn Learning or Skillsoft to provide training on critical topics to those involved in the hiring process.

### **4 Representation matters**

- Review your marketing strategy to ensure materials, ads and the company website includes depictions of diversity.
- People want to work where they are represented.

### **5 Remember the broad definition of diversity**

- Don't narrow your focus to just minorities or people of color.
- Consider differently-abled individuals, LGBTQ+ members, age diversity, etc.

Regardless of your role or position here are 4 things you can start doing today to impact change in your company.

- **Encourage uncomfortable conversations and practice mindful communication**
- **Avoid assumptions and challenge stereotypes**
- **Be an advocate for someone whose voice needs to be amplified**
- **Be proactive in educating yourself on these topics versus relying on others to info you.**

As you tackle these new challenges, remember this last takeaway; change doesn't happen overnight, it takes time. Trying to implement a large sweeping program in an attempt to fix a problem that's taken centuries to create, isn't the answer, nor is it feasible. Focus on implementing small changes that can be built on and expanded over time. Real, lasting change won't be accomplished in a one-time training or program, but through continued conversation, learning, and a willingness to make continuous improvements.

**WE ARE  
SOCIAL!**



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**BLUEGRASS SHRM online**



## **CONTRIBUTE TO THE NEWSLETTER!**

- Content must be directly related to a SHRM Competency and kept to under 250 words. For more information on the SHRM Competency Model visit: [SHRM Competency Model](#).
- Include a brief (1-2 sentences) bio with your submission.
- Professional experiences and stories tied to the SHRM Competency you are writing about are encouraged. Please use pseudonyms in place of company names and people when sharing.
- Photo submissions to support your content are also encouraged.

## **NEWSLETTER EDITORS AND CONTRIBUTORS**

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LEAH BROWN | Designer and Editor

CONTESSA MONTGOMERY | "2021 D&I Virtual Summer Book Club"

HEATHER HUMPHREYS | "Certification Scholarships: Save the Date!"

COURTNEY EMERY | "DE&I Roundtable: Actionable Takeaways to Start Your DEI Program"