Group Chat from Virtual RCBM Event (August 27, 2020)

- from Meredith Nethercutt to everyone: 12:54 PM
  Welcome all! Make sure your microphones are on mute if you are not speaking. If you have any technical issues, feel free to post your issue in this Chat box, or email meredith.nethercutt@shrm.org. Looking forward to today's session!

- from Angela Schaefer to everyone: 12:55 PM
  Hi everyone from MO SHRM :)

- from Jolene Griffith to everyone: 12:56 PM
  Hello from "Iowa SHRM" =)

- from Mary Cheddie (internal) to everyone: 12:57 PM
  So GREAT to see you all!

- from Tela Erdell to everyone: 1:01 PM
  Hello from Indiana!

- from Jon Decoteau to everyone: 1:01 PM
  Hello everyone - it is great to see you. Just a reminder if you dial in by phone AND are watching this on your computer - please mute your computer to prevent an echo from your laptop. Thanks for joining us today!

- from Shauneen to everyone: 1:01 PM
  Shauneen from NHRMA & Oregon.

- from Heidi to everyone: 1:01 PM
  Hello from Oklahoma - good to see everyone!

- from James to everyone: 1:01 PM
  Cheers and salutations from the great state of New Mexico!!!

- from mgray to everyone: 1:02 PM
  Hello, from Arizona. Yes we are still extremely hot!!

- from Desiree Navarro to everyone: 1:02 PM
Desiree Navarro from Montana. Hello everyone!

- from Ann Kjera to everyone: 1:02 PM
  Ann Kjera here, Hello from sunny Alaska.

- from Randall Chase to everyone: 1:02 PM
  Great to see everyone! Thanks for joining.

- from lgates to everyone: 1:02 PM
  Hello from South Dakota!

- from Jenny Dowell to everyone: 1:02 PM
  Hello from Kansas! :)

- from NAOU to everyone: 1:02 PM
  Aloha from Hawaii - it is 7 am here! Naomi Ahuna

- from Julie Doyle to everyone: 1:02 PM
  Hello from Ohio!

- from Catharine Mirabile to everyone: 1:02 PM
  Hello from New Hampshire!

- from Gina Ayllon to everyone: 1:02 PM
  Welcome Everyone!!!

- from Jackie Peterson to everyone: 1:03 PM
  Hello everyone from the beautiful State of WI!!

- from Jason Sutheimer to everyone: 1:03 PM
  Hello from North Dakota!

- from plyons to everyone: 1:03 PM
  Hello from RI!

- from Jamie Leonard to everyone: 1:03 PM
  Hello from PA!

- from Patrick Smith to everyone: 1:03 PM
Hello from Kentucky

- from Rose Marie Morales to everyone: 1:03 PM
  Hello All... Aloha Naomi.

- from Mike Spinale to everyone: 1:03 PM
  Hi everyone! Massachusetts representin’

- from Nancy Conway to everyone: 1:03 PM
  Hello everyone and welcome!

- from Pat Duncan to everyone: 1:03 PM
  Hi! It is great to see everyone!

- from mgray to everyone: 1:03 PM
  Hi James, not sure if you see in my background I have the NM Balloon Festival Calendar

- from michael.shaw to everyone: 1:03 PM
  Oklahoma is here. Miss you all.

- from Wendy Fong to everyone: 1:04 PM
  Hi from California and welcome!

- from Laura Miller to everyone: 1:04 PM
  Hello from Illinois!

- from SGreene to everyone: 1:04 PM
  Hello from PA

- from Chad Sorenson to everyone: 1:04 PM
  Hello all from Sunny Florida!

- from Megan Nail to everyone: 1:04 PM
  Hi from Indiana!

- from Becky Greenough to everyone: 1:04 PM
  Hello from Vermont!

- from Susan Post to everyone: 1:04 PM
Hello everyone - so glad to see everyone! :-)

- from Faith Stipanovich to everyone:  1:05 PM
  Hello! I'm so Happy to see everyone!

- from Parker Mckenna to everyone:  1:08 PM
  NE State conference is today!!!

- from Parker Mckenna to everyone:  1:08 PM
  (virtually)

- from Mike Spinale to everyone:  1:08 PM
  Don't forget the Tri-State Mike!

- from Mike Spinale to everyone:  1:08 PM
  :) 

- from Megan Nail to everyone:  1:08 PM
  Good luck HR Florida, Michigan, Ohio and everyone else who has upcoming conferences!

- from Laura Miller to everyone:  1:08 PM
  I heard Tri State was awesome Mike,

- from Julie Doyle to everyone:  1:09 PM
  Thank you Megan!

- from mgray to everyone:  1:09 PM
  Arizona is finishing up today. It’s been amazing Virtual Conference

- from Mike Spinale to everyone:  1:09 PM
  Thanks Laura! It went really well!

- from Mary Cheddie to everyone:  1:09 PM
  Yay Parker and the NE team!!

- from Megan Nail to everyone:  1:09 PM
  Congrats Mike on a successful Tri State Conference! And, NE and AZ!

- from Chad Sorenson to everyone:  1:09 PM
Thanks Megan! It's On! Onsite and Online! HRFL20

- from Mary Cheddie to everyone: 1:09 PM
  and to Indiana for a fantastic conference!

- from Megan Nail to everyone: 1:09 PM
  Thanks Mary :)

- from Jon Decoteau to everyone: 1:09 PM
  Way to go AZ!

- from mgray to everyone: 1:10 PM
  Thank you Jon

- from Nancy Conway to everyone: 1:10 PM
  AZ State Conference is amazing - great job AZSHRM!

- from James to everyone: 1:11 PM
  New Mexico loves our neighbors to the west.........Go Arizona!!!!

- from Elisa Garn to everyone: 1:11 PM
  🥳🥳

- from Ann Kjera to everyone: 1:12 PM
  Will SHRM be automatically putting the COVID button on SHRM supported websites?

- from Nicole Evans to everyone: 1:13 PM
  Johnny Taylor is a keynote speaker at our Delaware annual conference this year. (virtually on November 2, 3, 4) https://www.deshrm.org/events/EventDetails.aspx?id=1301254&group=

- from Mary Cheddie to everyone: 1:13 PM
  Yes @AnnKjera. SHRM will auto update the SHRM affiliated websites with the COVID button and the new TF@W button.

- from Tracy White to everyone: 1:18 PM
  Please send the button to those with a separate website please

- from Nancy Conway to everyone: 1:19 PM
Thanks Tracy for asking and the new TF@W button will be provided to all affiliates. This will be shared via the SHRM Volunteer Communication when it’s available.

• from Mary Cheddie to everyone: 1:19 PM
  @TracyWhite - yes, once we have the new TF@W, Meredith will provide it to you all in a volunteer leader update and it will be on the VLRC. We had communicated the COVID button back in March and it is also on the VLRC for you to grab and load.

• from Meredith Nethercutt to everyone: 1:21 PM
  For any COVID-19 and/Together Forward @Work graphics, please check the Campaign-in-a-Box page on the VLRC. Those resources are there for you! https://community.shrm.org/vlrc/membership/campaign

• from Mary Cheddie to everyone: 1:21 PM
  You may place your questions in the chat box too!

• from Ann Kjera to everyone: 1:23 PM
  Yay, Mandy!!

• from Megan Nail to everyone: 1:23 PM
  Woo hoo Jeremy and everyone serving on the MAC! Thanks for all you do!

• from Julie Doyle to everyone: 1:24 PM
  Thank you to the MAC for representing us so well!

• from Ann Kjera to everyone: 1:24 PM
  Hear, hear!

• from Chad Sorenson to everyone: 1:24 PM
  MAC Reps get it done!

• from Megan Nail to everyone: 1:24 PM
  100%! I miss everyone!

• from Teresa Vaughn to everyone: 1:24 PM
  WOO-HOO Elliott and the Southeast Region!!!!

• from Desiree Navarro to everyone: 1:25 PM
  Absolutely miss all of our SHRMies!!
• from plyons to everyone: 1:29 PM

Will we be receiving a results and recommendations report?

• from Jeremy York to everyone: 1:32 PM

The MAC is happy to answer any questions that you have. Feel free to put them here in the chat to ask them verbally at the end. :)

• from Ann Kjera to everyone: 1:32 PM

Will the survey results be shared with State Council Directors?

• from Faith Stipanovich to everyone: 1:36 PM

Thank you MAC for sharing your recommendations to the board and for being the voice of the members. Great job!

• from michael.shaw to everyone: 1:37 PM

Did other States provide the State Presentation Platform to their local chapters?

• from Elisa Garn to everyone: 1:38 PM

We have not

• from Chad Sorenson to everyone: 1:39 PM

In Florida we provided chapters access to our GoToMeeting account so that if they didn't have another platform available, they could use it for their chapter meetings. We had a number of chapters use in in the past few months.

• from Jenny Dowell to everyone: 1:39 PM

Yes, we've allowed chapters access to our Zoom platform

• from michael.shaw to everyone: 1:39 PM

We had about half of our local chapters use our State platform. Positive is that they had more in virtual attendance, but still not sure how to ensure we capitalize on keeping them as part of the local chapter moving forward? Any suggestions?

• from Randall Chase to everyone: 1:40 PM

+CT State Council is providing access to its Webinar Platform to their Chapters

• from Susan Post to everyone: 1:40 PM

The NJ State Council also offered their chapters access to their web platform if they did not have their own. Well received by chapters across the state?
• from Angela Schaefer to everyone: 1:40 PM
  MO SHRM offers Go To Meeting to our Chapters but with COVID many of them went with their own platforms of choice

• from Anne Peabody Brostek to everyone: 1:40 PM
  The CT State Council purchased Webex Meeting for chapter use. Still going through the learning curve training chapters.

• from Megan Nail to everyone: 1:42 PM
  We have provided our platform to the chapters in our state for some time, and it’s quite successful and appreciated! Not all use, but it benefits those who do. IN

• from Delight Deloney to everyone: 1:42 PM
  https://togetherforwardatwork.shrm.org/?_ga=2.109842691.745178181.159838104261826687.7.1571683221

• from Julie Doyle to everyone: 1:44 PM
  Would love to see more resources on DEI for the chapters and councils!

• from Anne Peabody Brostek to everyone: 1:44 PM
  Mandy, i totally agree-CT

• from Angela Schaefer to everyone: 1:44 PM
  Additional support is needed for sure! - Missouri

• from Teresa Vaughn to everyone: 1:45 PM
  yes!!!

• from Michael.shaw to everyone: 1:45 PM
  Agreed with you Mandy.

• from Tela Erdell to everyone: 1:45 PM
  Yes, additional DEI resources would be appreciated.

• from mgray to everyone: 1:45 PM
  Agree, we need more support and guidance in DEI, especially from a State level.

• from James to everyone: 1:45 PM
  YES!
• from michael.shaw to everyone: 1:45 PM
  I think the resources need to be around how to manager the conversation. We have people lead in that area and alienate our members.

• from Louis Lessig to everyone: 1:45 PM
  Agreed.

• from Pat Duncan to everyone: 1:45 PM
  I agree with you! It is difficult to fill the position on the Board let alone a committee. It might be that Idaho is not very diverse racially. Having said that, it isn't all about race and maybe that is what we need to educate on.

• from Dani Kimlinger to everyone: 1:46 PM
  Agree!

• from Michael Shaw to everyone: 1:46 PM
  How to manage (Sorry)

• from Jenny Dowell to everyone: 1:46 PM
  Agree, Mike!

• from Megan Nail to everyone: 1:46 PM
  Agree completely

• from Pat Duncan to everyone: 1:46 PM
  Thank you MAC! You are appreciated!

• from Chad Sorenson to everyone: 1:47 PM
  Way to go Jenny - pushing the conversation forward!

• from James to everyone: 1:48 PM
  Mike Shaw, you are amazing!

• from Desiree Navarro to everyone: 1:48 PM
  Very well said Mike!

• from Chad Sorenson to everyone: 1:48 PM
  Nicely done Mike!
• from mgray to everyone: 1:48 PM
  Love it Mike.

• from Jenny Dowell to everyone: 1:48 PM
  Excellent job, Mike - well articulated!

• from John Young to everyone: 1:49 PM
  Thanks Mike

• from michael.shaw to everyone: 1:49 PM
  Thank you my friends. I know the people on this call. I know your hearts. I know your abilities. Given the tools, we can move this together.

• from Jeremy York to everyone: 1:49 PM
  Mike.....You the man!!!!

• from Pat Duncan to everyone: 1:49 PM
  That is so true, Mary!

• from Jenny Dowell to everyone: 1:49 PM
  <3

• from Pat Duncan to everyone: 1:49 PM
  Meant Mary

• from Jamie Wagoner to everyone: 1:50 PM
  Can we make sure that the conversation includes a variety of demographics including Native Americans?

• from Mary Cheddie to everyone: 1:50 PM
  Absolutely Jamie!

• from Heidi to everyone: 1:50 PM
  Yes Jamie - it needs to be inclusive!

• from James to everyone: 1:50 PM
  Yes, please include Native Americans.

• from Tela Erdell to everyone: 1:52 PM
This conversation is so important, and I think that we need to be giving attention to the diversity of our own state councils and boards throughout our states as well—diversity of race, age, gender...

- from Nicole Belyna to everyone: 1:52 PM
  Excellent point, Tela!

- from Jeremy York to everyone: 1:52 PM
  @James Yes!!!!!

- from Linda to everyone: 1:53 PM
  Agree, Tela!

- from Louis Lessig to everyone: 1:53 PM
  Tela, I totally agree!

- from michael.shaw to everyone: 1:53 PM
  @Tela agreed.

- from Jeremy York to everyone: 1:53 PM
  Agree Tela!

- from NAOU to everyone: 1:53 PM
  Agree, needs to include Native Hawaiians, in the survey I believe what was listed was other south pacific islanders and not NH! thanks

- from Jason Sutheimer to everyone: 1:54 PM
  Great insight Curtis! Communication is key but also the fact that we need to make communication safe!

- from Mary Cheddie to everyone: 1:54 PM
  Julie Doyle from OH has been conducting unconscious bias training for volunteer leaders in OH. She is a great resource to tap into!

- from Jenny Dowell to everyone: 1:54 PM
  We have the opportunity to be leaders in this time

- from Mary Cheddie to everyone: 1:54 PM
  Curtis - you are on target!!!
• from Tela Erdell to everyone: 1:54 PM
  Thanks, Curtis. Good thoughts.

• from jlee@nksdistributors.com to everyone: 1:54 PM
  Thanks James!

• from Tela Erdell to everyone: 1:55 PM
  Belonging - yes.

• from Mary Cheddie to everyone: 1:55 PM
  YES - Tela!!!

• from mgray to everyone: 1:55 PM
  During this week’s conference in Arizona, we've had a lot of speakers present on DEI, the most we've had in years. It made me realize I need to look at our State Council and look at our DEI. Are we inclusive on our board and chapters.

• from michael.shaw to everyone: 1:57 PM
  @Julie you are so right. G_R_A_C_E!

• from Jenny Dowell to everyone: 1:57 PM
  @Julie, perhaps we should participate in your training! Train the trainer :)

• from Tela Erdell to everyone: 1:57 PM
  We can all use a little grace - thanks Julie!

• from Jackie Peterson to everyone: 1:58 PM
  @Julie - I would be very interested in your training. I agree - perhaps we should participate in the training!!

• from Rose Marie Morales to everyone: 1:58 PM
  Thank you MAC Reps! You are all amazing and thank you for all the work and being the voice of the members.

• from Jeremy York to everyone: 1:58 PM
  Thank you for all of your questions and great conversations!

• from James to everyone: 2:02 PM
  Thank You Jeremy! You are the bomb.com
• from mgray to everyone:  2:02 PM
  Thank you Mike.
• from Teresa Vaughn to everyone:  2:03 PM
  too late - already webinared out.
• from James to everyone:  2:03 PM
  My pleasure. :)
• from Julie Doyle to everyone:  2:05 PM
  Congrats Delight!
• from Delight Deloney to everyone:  2:06 PM
  Thank you! :-)
• from Megan Nail to everyone:  2:06 PM
  Yes, congrats Delight! Amazing!
• from Nicole Belyna to everyone:  2:06 PM
  Delight Deloney, SHRM-CP!!
• from Jason Sutheimer to everyone:  2:06 PM
  Is there the possibility of the specialty credentials to be renewed via recertification in the future rather than via retesting?
• from Catharine Mirabile to everyone:  2:08 PM
  COVID resources were invaluable!
• from Chad Sorenson to everyone:  2:09 PM
  2020 better not be a trailer for 2021!
• from Delight Deloney to everyone:  2:09 PM
  @Chad, agreed!
• from Nicole Belyna to everyone:  2:09 PM
  Great point, Chad! :)
• from Teresa Vaughn to everyone:  2:09 PM
  Meteor supposed to pass by the day before Election Day.
• from Julie Doyle to everyone:  2:09 PM
  If you want to know more about the training we conducted in Ohio, email me at jstephensdoyle@gmail.com.

• from James to everyone:  2:09 PM
  New Mexico is still under strict lockdown.

• from Delight Deloney to everyone:  2:10 PM
  Unfortunately, we can return 2020 to sender!

• from Delight Deloney to everyone:  2:10 PM
  *can’t

• from Julie Doyle to everyone:  2:10 PM
  If only.....Delight!

• from Heidi to everyone:  2:10 PM
  No one got the question right of where do you see yourself in 5 years back in 2015

• from Delight Deloney to everyone:  2:11 PM
  Hahaha!

• from Chad Sorenson to everyone:  2:12 PM
  @Michael - at least the hanging chads aren't going to be part of the election in Florida this year!

• from michael.shaw to everyone:  2:13 PM
  I hope your right @Chad

• from Megan Nail to everyone:  2:13 PM
  Yes Gloria!! Adapt and overcome!

• from Louis Lessig to everyone:  2:13 PM
  Go Gloria!

• from Linda to everyone:  2:15 PM
  Nicely done OHSHRM!

• from Megan Nail to everyone:  2:15 PM
  Way to go Ohio!! O-H-I-O
• from Catharine Mirabile to everyone: 2:17 PM
  Great way to go OHIO!

• from Julie Doyle to everyone: 2:17 PM
  Thanks everyone! It takes a team and Tony Fiore is great!

• from Linda to everyone: 2:18 PM
  I want to go to an IndySHRM Sip and Share!!

• from Linda to everyone: 2:19 PM
  Congrats IndySHRM!

• from Julie Doyle to everyone: 2:19 PM
  Right! Sip & Share sounds great! Way to go IndySHRM!

• from Tela Erdell to everyone: 2:19 PM
  Yay, IndySHRM! The Sip and Share events are really engaging!

• from jlee@nksdistributors.com to everyone: 2:19 PM
  Great idea we all like to SIP and SHRM ----IndySHRM!!

• from Megan Nail to everyone: 2:19 PM
  IndySHRM Sip and Shares are fun!

• from Dani Kimlinger to everyone: 2:19 PM
  Love the idea of the Sip and Share! These are all great... Thank you

• from Elisa Garn to everyone: 2:19 PM
  Any excuse to hang out with Megan and her peeps. :)

• from Megan Nail to everyone: 2:20 PM
  Come hang out Elisa!!

• from jlee@nksdistributors.com to everyone: 2:20 PM
  Go Garden State SHRM!!

• from Elisa Garn to everyone: 2:20 PM
  I have flight credits to use...be right there!
• from mgray to everyone:   2:20 PM
  Love the Sip and Share Megan.

• from Louis Lessig to everyone:   2:20 PM
  Thanks Susan!

• from Anne Peabody Brostek to everyone:   2:21 PM
  Congrats Louis!

• from Linda to everyone:   2:21 PM
  What a great idea! Love this partnership!

• from Louis Lessig to everyone:   2:21 PM
  Thank you Anne!

• from James to everyone:   2:22 PM
  Go Utah!!!!

• from Gina Ayllon to everyone:   2:22 PM
  Love all of these amazing ideas & resources FSDs! Great lightning Round!!!

• from Elisa Garn to everyone:   2:22 PM
  Holla, Salt Lake SHRM!

• from Susan Post to everyone:   2:22 PM
  You’re very welcome Lou! Loved the innovation of your Membership volunteers and their ability to pivot during a pandemic - great work!

• from Megan Nail to everyone:   2:23 PM
  Wow, way to go Salt Lake SHRM!

• from Louis Lessig to everyone:   2:23 PM
  Great stuff everyone!

• from Elisa Garn to everyone:   2:23 PM
  LOL! Well, tough act to follow. ;)

• from Gloria Sinclair Miller to everyone:   2:24 PM
  Great work to all our VLs! #adaptandovercome
• from Louis Lessig to everyone: 2:24 PM
  New Jersey (GSC SHRM)

• from Elisa Garn to everyone: 2:25 PM
  Utah: We are setting up a state "Capterra" program

• from Louis Lessig to everyone: 2:25 PM
  We did weekly zoom calls to support our counsel and members. It was great to give everyone a forum to chat.

• from Desiree Navarro to everyone: 2:25 PM
  What worked - Switching to virtual meetings and postponing our 2020 conference until 2021;

• from Laura Miller to everyone: 2:25 PM
  Illinois: Our move to a virtual strategic conference was great, extremely successful.

• from Megan Nail to everyone: 2:25 PM
  Indiana - our virtual conference was a huge success AND we were able to be more profitable AND most importantly keep everyone SAFE!

• from Michael Latsko to everyone: 2:25 PM
  VIRGINIA: WORKED: sharing programming since geographical boundaries had less meaning

• from Angela Schaefer to everyone: 2:25 PM
  MO SHRM offered a three-part series on resilience and chapters were able to offer it free of charge to their members

• from plyons to everyone: 2:25 PM
  RI immediately focused our program offerings in March, April and May to COVID related programs. We had some issues with Certification credits because of the change.

• from kchristen to everyone: 2:25 PM
  Oregon- Many virtual meetings including virtual cocktails and convos and it is working well to connect people- now focused on moving conference virtually

• from Amy West to everyone: 2:25 PM
  Tennessee- Immediately started doing webinars (free of charge) related to COVID and employer resources. We have done 5 of them and they have been a huge success. Over 800 on each webinar.
• from Jenny Dowell to everyone:  2:25 PM

  Kansas - offered 1-2x weekly webinars featuring state officials and experts, free to attend for all KS HR pros

• from Catharine Mirabile to everyone:  2:25 PM

  NH - pivoting to online immediately. We hosted a virtual legislative session and pivoted to partner with VT to hold a Twin State HR Summit.

• from Tela Erdell to everyone:  2:25 PM

  Indiana- successful virtual state conference

• from igates to everyone:  2:25 PM

  South Dakota- Virtual meetings and more communications have worked.

• from Ross Gibson to everyone:  2:25 PM

  Vermont: Worked - planning Virtual Conference with New Hampshire

• from mgray to everyone:  2:25 PM

  AZSHRM: Virtual Conference, trust in our Conference team and they had rocked it..

• from Cyndi to everyone:  2:26 PM

  Wyoming, State Council purchased a zoom account for all chapters to encourage virtual chapter meetings.

• from Dani Kimlinger to everyone:  2:26 PM

  CO: As Rose mentioned, we had our first big virtual event with 17 credits offered! This was also offered beyond the date so that those who couldn't attend live could still benefit

• from michael.shaw to everyone:  2:26 PM

  OK, Think, Drink, Shrink, Regroup, Partner. Would've already had the on-line presence ready

• from Angela Schaefer to everyone:  2:26 PM

  MO SHRM has added DEI and COVID resources to our website

• from Jolene Griffith to everyone:  2:26 PM

  SHRM Iowa - held out until as long as we could to host a face-to-face conference and are now venturing to online!!

• from Lisa to everyone:  2:26 PM
WV—unfortunately our council has been at a standstill since March. :O( Hope to have our fall conference virtually, but not sure. Great ideas here to use as we move forward.

- from Laura Miller to everyone: 2:26 PM
  Illinois: What would do differently - plan on more short virtual events

- from Jason Sutheimer to everyone: 2:26 PM
  North Dakota - we have asked our chapters who transitioned to virtual meetings to open them up to everyone in hopes it would open new and exciting speakers to people who haven't seen them before and thus eventually increasing membership

- from Jenny Dowell to everyone: 2:26 PM
  Kansas - moved state conference online and maintained regular attendance!

- from bwilcher to everyone: 2:26 PM
  Virginia multiple day virtual conferences, continued emphasis on students, COVID related special legal sessions

- from Jamie Wagoner to everyone: 2:26 PM
  NM has been doing our meetings virtually and looking at a hybrid conference for 2021

- from Michael Latsko to everyone: 2:26 PM
  VIRGINIA: partnered with NC SHRM to offer their virtual conference to our membership

- from Sandy Epperson to everyone: 2:26 PM
  NC: Early move to virtual conference. Support our chapters virtual events to help them keep members engaged and networking!

- from NAOU to everyone: 2:26 PM
  Hawaii, Virtual webinars are working! Offered several FREE to member webinars, increased membership renewals to access the free webinars. We moved to virtual State Conference, broke record of 3 Platinum Sponsors!!

- from Teresa Vaughn to everyone: 2:26 PM
  SC - what worked - waiting to send out conference registration then decided to cancel out conference. Everyone was grateful for our decision so they could focus on family and work.

- from Julie Doyle to everyone: 2:26 PM
  Ohio- I would have liked to get our district directors more engaged during the pandemic. It is a struggle to get them engaged with 25 chapters.
• from Louis Lessig to everyone:  2:26 PM

NJ Also, I sent a gift to everyone of our volunteers right before a council meeting to charge everyone up before our meeting. It was great and a nice surprise to everyone.

• from Chad Sorenson to everyone:  2:26 PM

Florida - based on the response - we decided to still conduct our conference in person - and added a virtual component. While there are plenty of challenges we have faced, we are excited about the momentum of the conference.

• from David Swanson to everyone:  2:26 PM

CalSHRM California. Worked partnering with chapters on education by providing instructors and a co share in revenue. Didn't Work getting all chapters engaged. Different - Market certification and specialty credentials better

• from Angela Schaefer to everyone:  2:26 PM

In the early months of COVID MO SHRM had a weekly touch base with our council to touch base and support one another - not its a monthly format

• from Becky Greenough to everyone:  2:26 PM

Vermont - collaborated with NH for the Twin State Summit - start earlier :)

• from Louis Lessig to everyone:  2:26 PM

I can only type so fast

• from Desiree Navarro to everyone:  2:26 PM

Montana - Do Differently - Invest in a platform to allow for more robust virtual meetings instead of borrowing the use of it from others

• from Michael Latsko to everyone:  2:26 PM

VIRGINIA: coffee and convos about new legislation that impacted LGBTQ and racial tensions

• from Julie Doyle to everyone:  2:26 PM

Ohio: we moved to a virtual full conference platform and it is shaping up to get an outstanding event. Sept. 22-24

• from Pat Duncan to everyone:  2:27 PM

Idaho: Our in person normal meeting was moved to virtual. It worked ok. We postponed our conference to next year because people were virtual meeting out.

• from Anne Peabody Brostek to everyone:  2:27 PM
CT - TRI-State Conference with MA and RI successfully transitioned to Virtual Conference on 8/10 & 8/11

- from Jamie Leonard to everyone: 2:27 PM
  PA - having our virtual leadership conference

- from Angela Schaefer to everyone: 2:27 PM
  MO SHRM has transitioned our annual conference to one day virtual 9/24

- from Jolene Griffith to everyone: 2:27 PM
  SHRM IOWA - continue to send "director messages" to chapter and council leaders; bridging state council to the SHRM website! Preparing for our 3rd quarter council meeting tomorrow to learn more about chapters’ progress

- from Cyndi to everyone: 2:27 PM
  We are working to offer a virtual event in lieu of our annual conference which has been cancelled. So far, charging the same fee for virtual attendance has not been effective. We are trying to determine a structure that will increase attendance and value of our meetings.

- from Laura Miller to everyone: 2:27 PM
  Illinois: Created a heat map of at-large SHRM members to help chapters target "hot" areas. Also work with membership to target chapters that are below 50% affiliation

- from Pat Duncan to everyone: 2:27 PM
  Idaho: More communication and support for Chapters. There are 3 chapters and we want to keep them engages.

- from Isy to everyone: 2:27 PM
  Maine- Major conference and Chapter meetings moved virtual platform

- from Jason Sutheimer to everyone: 2:27 PM
  ND - we have talked about trying to keep our virtual meetings going which will increase options for those members in areas of the State which are not serviced by a State Chapter

- from Pat Duncan to everyone: 2:27 PM
  engaged

- from mgray to everyone: 2:27 PM
  AZ: Bring our Chapter Leaders together, to learn what is working in some chapters and what helps need.
from Louis Lessig to everyone: 2:27 PM
NJ - we are still working through the July webinar we did at the state level to truly track the ROI

from Michael Latsko to everyone: 2:28 PM
VIRGINIA: each month we are highlighting programming around the state in personal emails from Council leadership. each chapter offering "member" rates to non-members

from kchristen to everyone: 2:28 PM
Oregon- focused on supporting chapters and their efforts

from David Swanson to everyone: 2:28 PM
CalSHRM - Focus on membership and programs support

from NAOU to everyone: 2:28 PM
Hawaii: continued FREE webinars, driving member renewals and engagement. Conference is going to be excited, secured local personality as Conf. Emcee!

from Anne Peabody Brostek to everyone: 2:28 PM
Continue CT Council incentive program for $25 gift card for anyone joining SHRM or State Chapter

from Nicole Evans to everyone: 2:28 PM
DE transitioned the annual conference in November to virtual.

from Lisa to everyone: 2:28 PM
WV - to find a virtual platform - we have none at this time so we can offer virtual options for our chapters. This will have to be our first priority if we are going to survive in this new "normal"

from Jamie Wagoner to everyone: 2:28 PM
NM look to help employers mire with their supervisors to be part of the HR learning process

from Catharine Mirabile to everyone: 2:28 PM
NH - Working on several initiatives, but working on offering more statewide offerings!

from plyons to everyone: 2:28 PM
RI SHRM - transitioning all programing to virtual with increased programing. More virtual social interactions. Focusing on diverse topics.

from Jolene Griffith to everyone: 2:28 PM
IOWA: we plan to engage chapters with one another for program offerings. Several chapters have at-large members. This will definitely increase the visibility of SHRM to those at-large members

- from bwilcher to everyone: 2:28 PM
  Virginia - increase engagement within student chapters through implementation of student advisory council to our state council

- from Patrice Ross to everyone: 2:28 PM
  NV-Continue regular virtual meetings at a reduced cost to members.

- from Teresa Vaughn to everyone: 2:28 PM
  SC - Membership director meeting with District Directors so they know about their chapter’s membership issues. They then go to the chapters.

- from Chad Sorenson to everyone: 2:28 PM
  Florida - work with chapters to ensure their virtual programs are well thought out and not done at the last minute. We have also offered a Chapter Programming Assistance Fun offering to match chapter funds to provide higher level paid speakers for their events. This has drawn in other members.

- from Desiree Navarro to everyone: 2:28 PM
  Montana - Continue to focus on sharing virtual education throughout the state with local chapters and being a resource for our communities to build our Membership

- from michael.shaw to everyone: 2:28 PM
  OK- Non-CON with virtual conferences. Connect with local chapters on what they need.

- from Dani Kimlinger to everyone: 2:28 PM
  Colorado: More frequent meetings for the state council and chapter boards to ensure less time between time. Monthly rather than quarterly

- from Julie Doyle to everyone: 2:28 PM
  Ohio: We are holding a virtual leg conference, a virtual leadership conference. Also to focus on sharing strategies among chapters to engage members.

- from lgates to everyone: 2:28 PM
  South Dakota. We're reaching out to areas that may want to add chapters that aren't served.

- from Michael Latsko to everyone: 2:29 PM
VIRGINIA: District Directors are reenergized (we consolidated two districts into one which has streamlined our own bureaucracy). They are engaging must more directly with the chapter leaders

- from Cyndi to everyone: 2:29 PM
  Wyoming - our membership director is working to emphasize virtual opportunities (webinars and virtual chapter meetings across the state) that SHRM can offer to all professionals.

- from Michael Shaw to everyone: 2:30 PM
  Year End Plan-5-7 bullet points to the FSD by 9/14.

- from Teresa Vaughn to everyone: 2:30 PM
  I have to get off for a 2:30 call. Can I get anything I miss later? It was great. thanks!

- from Angela Schaefer to everyone: 2:30 PM
  Sorry I have a 1:30 and have to jump off. nice to see everyone! - MO SHRM

- from Julie Doyle to everyone: 2:31 PM
  It was great to see all of you today!

- from Louis Lessig to everyone: 2:31 PM
  Thanks everyone

- from Catharine Mirabile to everyone: 2:31 PM
  Thanks to all of you!! :-)

- from Tela Erdell to everyone: 2:31 PM
  Thanks for the engaging and fun session!

- from Chad Sorenson to everyone: 2:31 PM
  Thank you all - hope to see everyone at VLBM!

- from Heidi to everyone: 2:31 PM
  Great to see everyone!

- from Jamie Leonard to everyone: 2:31 PM
  Thank you everyone. Take good care!

- from Nancy Conway to everyone: 2:31 PM
Thanks everyone for being AWESOME SHRM Volunteer Leaders!

- from NAOU to everyone: 2:31 PM
  Thanks for organizing - Aloha from Hawaii

- from Faith Stipanovich to everyone: 2:31 PM
  THANK YOU SHRM VOLUNTEER LEADERS!!

- from jlee@nksdistributors.com to everyone: 2:31 PM
  Thanks everyone! Stay well and hope to see you all soon.

- from Carrie Patton to everyone: 2:31 PM
  Enjoy the summer Everyone!

- from Louis Lessig to everyone: 2:31 PM
  Stay safe all!

- from Gina Ayllon to everyone: 2:31 PM
  Thanks for all you do!!!

- from Lisa to everyone: 2:31 PM
  Thank you to SHRM! Miss seeing everyone! Stay safe and healthy!

- from michael.shaw to everyone: 2:31 PM
  Great to see you all. See you soon I hope. Keep HRising!

- from Delight Deloney to everyone: 2:31 PM
  Take care from everyone!

- from James to everyone: 2:31 PM
  FORWARD>>>>>>>>>>>>>>>>>

- from Dianna Sporcic to everyone: 2:32 PM
  Stay safe everyone!

- from mgray to everyone: 2:32 PM
  Thank you everyone. Miss seeing ya'll amazing faces. Keep safe

- from Jackie Peterson to everyone: 2:32 PM
Thanks everyone!! The sun will come out tomorrow......sing it Susan

- from Mandy Woulfe to everyone: 2:32 PM
  Mahalo Mary and Jon and Meredith!

- from Mary Cheddie to everyone: 2:33 PM
  Mahalo nui loa!