SHRM Diversity, Equity & Inclusion and Workforce Readiness CLA Joint Q3 Webcast
September 15, 2020
SHRM CLA STAFF LEADERS

Diversity, Equity & Inclusion CLA

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AGENDA

• Welcome & Poll (5 min)
• Chat: Best Practices/Challenges Sharing
• SHRM DE&I Update (5 min)
• SHRM Foundation Update (15 min)
• Together Forward@Work -- Trisha Zulic, SHRM-SCP (10 min)
• Unconscious Bias -- April Simpkins, SHRM-CP (15 min)
• Best Practice Highlight -- Claudia Schabel (5 min)
• Chat: Best Practices/Challenges Sharing
• Closing (5 min)
POLLING QUESTIONS

• What is your geographic location?
• What chapter size or state council are you representing?
• What is your role?
• How long have you been either a Diversity, Equity & Inclusion or Workforce Readiness Chair?
CHAT TIME

• Name
• Volunteer Role
• Chapter/State Council
• Share a Best Practice or Challenge
INCLUSION 2020 has transformed into an all-virtual experience! With up to 50 sessions across 8 topics, this can’t-miss, three-day event gathers 1,000+ DE&I leaders to address today’s workplace culture, drive bold change, and create collaborative networks. All the value, without the travel expense, will put enhanced experiences at your fingertips. **REGISTER NOW**
SHRM Inclusive Workplace Culture Specialty Credential

Every workplace has a culture and whether it’s intentionally designed or habitually overlooked is a critical differentiator in the success of an organization. Diverse, inclusive, flexible and engaging workplaces are where people thrive.

The Inclusive Workplace Culture Specialty Credential gives HR professionals the strategies and tools needed to successfully shift organizational culture.

In this program, participants will learn how to maximize potential through fostering a positive work environment rooted in inclusivity and belonging, ultimately unlocking the organizational gains of a diverse and dedicated workforce. EARN 22 PDCs!

LEARN MORE >>
Savvy business leaders stay ahead by building better workplaces and in today's world that means creating equitable environments that are relevant to an organization's mission and business objectives. Inclusive workplaces drive innovation and lead to better organization-wide performance. But workplace culture needs to be filtered from the top: executives should be leading the conversation and modeling their commitment to inclusion and equity. These actions speak volumes and inspire the rest of the organization to commit to the change. Improving organizational culture can directly impact business performance and overall employee retention. Rethink what's possible in the workplace.

Join SHRM September 22 at 12:00 p.m. ET (or a special event time for your state only) for a webcast as we explore today's most critical workplace topic and build a business case for a strategic diversity, equity and inclusion plan, how to secure a commitment from the top, and creating your organization's DE&I vision, mission and strategy.

Eligible for 1 PDC towards SHRM-CP and SHRM-SCP Recertification.

Register Now or find your state.
Overcoming Workplace Bias Resources

All workers have the right to equal opportunity in employment, free from discrimination, prejudice and bias. Encompassing more than legal compliance, HR’s role in equal opportunity at work has the capacity to change lives and society. We have resources to help you navigate this crucial work.

https://www.shrm.org/resourceandsertools/pages/overcomingworkplace-bias.aspx
A Guide to Developing a Strategic Diversity, Equity & Inclusion Plan

A strategic diversity, equity and inclusion (DE&I) management plan can help an organization make the most of its diversity by creating an inclusive, equitable and sustainable culture and work environment. Workplace diversity is the collective mixture of differences and similarities that include individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

Download the plan and get more resources:

https://www.shrm.org/ResourcesAndTools/tools-and-samples/hr-forms/Pages/Guide-to-Developing-a-Strategic-Diversity-Equity-and-Inclusion-Plan.aspx
ADDITIONAL RECOMMENDED READING
from D&I Special Expertise Panel

• How to Promote Racial Equity in the Workplace, Harvard Business Review Sept-Oct, 2020
• Unleashed - The Unapologetic Leader's guide to Empowering Everyone Around You, Frei & Morris
• White Fragility by Robin DeAngelo
• Competing in the Age of AI - Strategy and Leadership when Algorithms and Networks run the World
PURPOSE: Elevate and empower HR as a social force

MISSION: Mobilizing the power of HR and the generosity of donors to lead positive social change impacting work, workers and the workplace.

VISION: A world of work that works for all

OUR WORK:

STUDENT ENGAGEMENT
Inspire and empower the next generation of HR leaders.

SOCIAL FORCE
Address social challenges impacting work, workers and the workplace.

THOUGHT LEADERSHIP
Fuel thought leadership and research-based solutions.
INCLUSION INITIATIVES

SHRM FOUNDATION’S COMMITMENT TO EMPOWERING HR PROFESSIONALS TO ATTRACT, HIRE AND RETAIN VETERANS, MILITARY SPOUSES & CAREGIVERS.

INITIATIVE LAUNCHED BY THE SHRM FOUNDATION IN PARTNERSHIP WITH WORKPLACE INITIATIVE TO DRIVE EMPLOYMENT FOR INDIVIDUALS WITH DISABILITIES.

Getting Talent Back to Work

OUR WORK TO END OUTDATED, NON-INCLUSIVE HIRING PRACTICES AND GIVE THOSE WITH CRIMINAL HISTORIES A SECOND CHANCE AT EMPLOYMENT.
INITIATIVE PROGRAMS:

Using evidence-based research, the SHRM Foundation develops programs to expand awareness, inspire action and advance the skills and abilities of professionals – especially HR professionals – to drive change in their workplaces.

Our programs:

- **Certificate**: Free, virtual, multi-faceted educational program that delivers employment best practices for a specific talent force.
- **Inclusion Captains**: Cohort of HR professionals who volunteer their time to teach employers in their community about building inclusive places to work.
- **Symposiums**: Free, in-person educational events to help HR professionals learn, network and share best practices.
- **Toolkit**: Online hub of free, high-quality tools, templates and resources for employers.
- **Local Programs**: Grants to drive local programs hosted by SHRM state councils and chapters to advance community activities.

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The Veterans at Work Certificate, developed for HR professionals, hiring managers and front-line supervisors, is a multi-faceted program from the SHRM Foundation that will help participants:

- **Learn** the value that skilled veterans bring to the civilian workplace
- **Demonstrate** your commitment to attract, hire and retain these talented professionals
- **Earn** 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification
INCLUSION CAPTAIN PROGRAM

Throughout SHRM’s nationwide network of 600 state councils and chapters are passionate HR professionals who volunteer their time to lead workforce readiness and diversity & inclusion programs in their local communities. The Inclusion Captain program transforms these passionate volunteer leaders into educational ambassadors who will teach employers in their communities about the best practices to attract, hire and retain veterans. Trained HR professionals will use research-based, high-quality resources to deliver peer-led programming to inspire employers to assist local veterans and to increase the skills and abilities of HR professionals to engage and integrate veterans into their workplaces.

To get in touch with the Inclusion Captain in your state, please fill out this resource request form, indicating that you would like to be connected with your state ambassador.
INDIVIDUALS WITH CRIMINAL RECORDS

Getting Talent Back to Work

gettingtalentbacktowork.org
Individuals with criminal records face significant barriers when attempting re-entry into the workplace. Efforts, led by HR professionals, can change the perception of this population and provide opportunities for qualified second chance professionals.

Our programs:

1. **THE PLEDGE**
   Corporations and business professionals all around the country are committing to giving opportunities to qualified second chance candidates.

2. **DIGITAL TOOLKIT**
   Tools and resources for HR professionals to support individuals with criminal records throughout the employee life cycle.

3. **GETTING TALENT BACK TO WORK CERTIFICATE**
   A free, multi-faceted program to teach best practices to attract, hire and retain second chance professionals, and grants 10 PDCs upon completion.
UPCOMING EVENTS & INITIATIVES

- DE&I-Focused Research
- “Refreshed” Veterans at Work Certificate Program/Inclusion Captain Program
- Developing evidence-based HR solutions challenging inclusion issues
- Inclusion 2020
SHRM FOUNDATION
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TOGETHER FORWARD@WORK and BLUE RIBBON COMMISION

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Volunteer Leader, State Director, CalSHRM, San Diego SHRM President (fmr)
SHRM Foundation Contact

Bryan Martin
Manager, Programs
SHRM Foundation
SHRM’s call to action for the HR profession and businesses to drive racial and social injustice from America’s workplaces.

Explore and apply our groundbreaking research in your workplace.

Access and share our open-source articles, webcasts, toolkits, samples, templates, and more.

Take a stand on social media to pledge your support.

Let your voice be heard by responding to our member surveys.

Visit shrm.org/togetherforwardatwork
UNCONSCIOUS BIAS

April Simpkins, SHRM-CP
HR Consultant & Vice President of Human Resources, Total HR

Presented by
BEST PRACTICE HIGHLIGHT

Claudia Schabel

Founder, President and CEO of Schabel Solutions Inc.
Director of Diversity, Iowa SHRM State Council
CHAT TIME

- Name
- Volunteer Role
- Chapter/State Council
- Share a Best Practice or Challenge
SAVE THE DATE for the Q4 Webinar on 12/1/20!

LOGIN INFORMATION

Join Zoom Meeting: https://zoom.us/j/92781017910?pwd=SIJmdmpOZXBvSXRLZ1V0dGIDRkdPZz09

Meeting ID: 927 8101 7910
Passcode: 361401

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+1 646 558 8656 US (New York)

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Find your local number: https://zoom.us/u/abuMu5PYaj
ANY QUESTIONS OR COMMENTS?

WRITE IN THE CHAT OR RAISE YOUR HAND & UNMUTE TO SPEAK!
THANK YOU FOR ATTENDING!