

# CKSHRM Board of Directors Meeting

May 11<sup>th</sup>, 2021

Location: Nesco Resource via Zoom

- I. **Call to order:** The CKSHRM board meeting was called to order at 12:01 pm by President Brad Logan. Board members in attendance: Brad Logan, Pam Jackson, Erica Sluder, Leigh Allen, Bill Pianovski, Sherry Davis, and Tracy Perkins.
- II. **Meeting minutes:** The last board meeting minutes from were presented by Tracy Perkins. Leigh Allen made a motion to approve the minutes and Bill Pianovski seconded the motion. Minutes were approved.
- III. **Treasurer's Report:** Tracy Perkins provided the board with a current account balance and a list of account transactions. Our current account balance is \$4,462.25 (checking) and \$3,158.47 (savings). Brad Logan motioned to approve the Treasurer's Report and Erica Sluder seconded the motion. Tracy also mentioned that she deposited \$1.00 into the Savings account to keep the account active. The board discussed reimbursing Tracy for the \$1.00. Sherry Davis made a motion to approve. Pam Jackson seconded the motion.
- IV. **Board Chair Reports/Updates:**
  - Membership:** Sherry Davis informed the group that memberships are at 82%. Sherry told the group that some people cannot renew their memberships due to retirement or moving. Eight people have not renewed memberships, two have retired, and six are moving. Others have been contacted to renew their memberships. Shane Shepard has not been contacted at Allison Abrasives. Pam Jackson said she would reach out to Shane. Sherry will send an invitation to the new HR person at Honeywell. Joanne Prewitt may know her. Brad Logan will contact Joanne and may try to meet with the Honeywell person. DecoArt is still looking for a HR person. Katrina at Dana has not responded to the membership renewal.
  - Certification:** Nothing specifically discussed.
  - Diversity:** Leigh Allen just finished an excellent seven week DEI training. March 17, 2021 Leigh attended a DI Leadership meeting. It was a good way to connect with others. June 9, 2021 is the next DI Leadership meeting. Skill Bridge is a program with the Chamber of Commerce. Katie Adams from SHRM supports this program that helps veterans enter the workforce. This program is open to all HR leaders. Leigh to send an invite to all members for the next meeting on May 25, 2021 at Noon-1pm. Will mention the Veterans-At-Work program that is a multi-module and self-paced training program. Participants can earn more SHRM credits. Leigh asked what would our group like to do for DEI. Leigh would like to see more attention around equity. Leigh shared that there is still a huge deficit in the workplace around equity. HR leaders have influence and need to use it to influence DEI change. Discussions may be difficult but necessary. Companies do better with a diversified workforce. We need to generate cultures where

everyone is treated equally. A survey would be nice to gauge feedback from the CKSHRM group. Sherry asked if we needed training on how to start DEI conversations. Leigh mentioned Tuesday Coffee & Chat or Tuesday Talks with eighteen pages of conversation starters with links on Leigh Allen's Facebook page. Neurodiversity is the new buzz word. It essentially means mental health it can also include PTSD. Mental illnesses are easily hidden. Leigh will send out more information to the group.

**Website/Communication:** Leigh Allen states that she has updated the scholarship page. We are waiving ACT scores. Leigh has uploaded the updated application to the scholarship page. Leigh has also added a slot for March and May meeting minutes. Leigh states that the next meeting may be approved for SHRM credits.

**Legislative:** Pam Jackson sent an email last week to members. There is an 80% challenge in recruiting. Equality is an issue people are facing. Biden is working on different equality bills. Pam shared with the group that she lost her job at McGreggor and has decided to be a stay at home caregiver for her Mother-In-Law. Pam states she is willing to stay in her current role through December or she can turn over responsibilities to another. Brad stated that the world is not just black and white. Brad has no issue with Pam staying in her Board position. Sherry agrees with Brad. Sherry states that we should wait and see where Pam is at in December then reassess. Bill and Tracy agree with Brad and Sherry. Leigh agrees but asks if this would be a burden on Pam. Pam states she welcomes the break in her routine.

**Workforce Development:** Bill Pianovski discussed the Take Home Job Fair featuring manufacturing this Friday and Saturday. This Take Home Job Fair will be featured in fifteen participating locations in Boyle County. Eight locations will have two hundred fifty bags.

**Programs/Certification:** Erica Sluder will send out an email to the group with a zoom link for our next meeting opportunity on June 8, 2021 with Ashley from 1:00 p.m. – 4:00 p.m.

- V. **New Business:** Brad Logan states that he will sponsor the next SHRM Foundation Basket with a Toolbox in time for Father's Day and will get it to Joanne. Brad also mentioned that Katie Adams is no longer our SHRM Foundation Rep. Joanne said she would do it. Brad Logan made the motion to approve. Tracy Perkins seconded the motion.
- VI. **Old Business:** Tracy to try and get new Tax ID number for our CKSHRM group.
- VII. **Board meeting:** Our next board meeting is scheduled for July 13<sup>th</sup>, 2021 from 11:30 p.m. to 1:00 p.m. Location: Inter-County Energy.
- VIII. **Adjournment:** The CKSHRM board meeting was adjourned at 12:55 p.m.