



Southeast South Dakota SHRM

HR HAPPENINGS

August 2020



Upcoming Events:

September

Pursuit of Greatness

October

NDEAM – JAN

November

Managing Emotions in the Workplace

**Click here
for more
information!**



Due to the current pandemic, Southeast South Dakota SHRM will be holding its monthly meetings and conferences online. Besides, meeting via Zoom, the sessions will be recorded, when possible. Members who are unable to attend the meeting can view it at a later time.

The world of virtual meetings has expanded our ability to provide speakers and topics outside of our chapter. SoDak SHRM will be hosting some virtual events this fall, open to all SHRM chapter members. More information to come.

In September, we are going to partner with the Northeast SD SHRM group. The speaker will be Dr. Jennifer Reecy, a recently retired Chief Master Sergeant for the South Dakota Air National guard, who will be presenting *Pursuit of Greatness*.

Dr. Reecy ran the N2Institute Leadership Academy, where she taught leadership, self-awareness, teamwork, and many more self-discovery items. Her *Pursuit of Greatness* presentation will focus on a person's "why" and how they can best serve not only their organization but themselves as a whole. You can't pour from an empty cup!

October, we are celebrating National Disability Employment Awareness Month and partnering with Yankton's NDEAM. Hear from Managers and business owners about their successes employing individuals with disabilities. Hear from employees about how you, as a business, can become more inclusive and fill open positions! There will also be a presentation from Beth Loy, Ph.D., Principal Consultant with the Job Accommodation Network (JAN).

November, Gwen Maag will present *Managing Your Emotions in the Workplace*. Learn to recognize where your emotions come from, discuss common behavioral responses and how they relate to the emotional quotient, and identify a new strategy to maximize your emotional quotient.

Conferences

We are sorry to share that the SoDak SHRM conference has been canceled due to the COVID-19 outbreak. Plans are currently underway for #SoDakSHRM2021 for May 3-5, 2021, in Sioux Falls.

Unfortunately, SHRM has made the difficult decision to cancel SHRM20 to keep all attendees safe. Plans are underway for SHRM21 to take place in Chicago, June 20 - 23, 2021.

Visit <https://annual.shrm.org/> for more details.

Happy 30th Anniversary to the Americans with Disabilities Act!



July 26, 2020 marked the 30th anniversary for the ADA! In 1990, President George H.W. Bush signed the ADA into law, prohibiting discrimination against people with disabilities in employment, transportation, public accommodations, commercial facilities, telecommunications, and state and local government services.

“At the same time that we celebrate the anniversary of a law that has improved the lives of innumerable people, we also recognize that there is a continued need to adopt practices that are inclusive of people with disabilities.” Said Eric Weiss. Weiss is the South Dakota Department of Human Services, Division of Rehabilitation Services, Director.

For more information on the ADA, please visit <https://www.adaanniversary.org/home>.

COVID-19 Information for Businesses

Information from the South Dakota Department of Health

The Department of Health has information for businesses to assist with mitigation strategies to stop the spread of COVID-19.

The information includes:

- Updated guidance from the CDC and OSHA about safe practices.
- Employee screening tools – if businesses have not already implemented an employee screening process, it is highly recommended they do so. Employees who fail the screening process, should be sent home and follow the steps on the document “Preventing the Spread of COVID-19 if you are sick”; and General information/signage for businesses.

As always, there is a host of information available at covid.sd.gov and [gov/coronavirus/2019-nCoV/index.html](https://gov.coronavirus/2019-nCoV/index.html). If businesses have not already done so, the DOH would also encourage them to reach out to any national associations that might have information specific to their industry.

GUIDANCES

- [Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](#)
- [Prepare your Small Business and Employees for the Effects of COVID-19 / Top 10 Tips to Protect Employees' Health](#)
- [OSHA Guidance on Returning to work](#)

GENERAL INFORMATION

- [COVID-19: What Can Employers Do?](#)
- [COVID-19: Employee Screening Questions and Guidelines](#)
- [Where to get Personal Protective Equipment](#)

Hop on the SESD SHRM Board!

If you are looking to get involved in the SESD SHRM chapter, develop/improve your leadership skills, and increase your networking capabilities, this is your chance! We are looking for a Treasurer, Membership Director, and President-Elect for 2021. See below for more information about each position. If you are interested in volunteering, please contact [Lacey Johnson](#).

Volunteers Needed

SESD SHRM is looking for members to step up and volunteer for a board position!

Yes, becoming a board member will come with responsibilities. However, it will usually take less than a few hours each month. When you think about it, this small commitment can lead to unlimited personal and professional rewards.

Please consider investing in yourself and the chapter!

Treasurer

Two-year commitment | Manages chapter's financials, receives and submits payments, assists the board, and attends chapter and board meetings.



Membership Director

Two-year commitment | Manages chapter roster, complies membership reports, assists the board attends chapter and board meetings.



President

Three-year commitment | First year spend time learning and assisting the president. Second year, act as president, arrange programming, lead chapter and board meetings, and act as as a member of the SoDak SHRM council. Third year provide guidance and assist and inform the president-elect and chapter president.



SESD SHRM will cover the cost of a Nation SHRM membership for the the president-elect and chapter president and pay for the president-elect to travel to the National SHRM Leadership Conference in Washington, DC.

Breaking Taboos and Putting Race on the Table #TogetherForwardAtWork By Johnny C. Taylor, Jr., SHRM-SCP

There is no denying 2020 has delivered an abundance of challenges for all of us, both personally and professionally. Just when it looked like we could start planning for life after COVID-19, and begin to navigate a shaky economy, the explosive pain of racial injustice contorted our society.

Unlike the novel coronavirus, this challenge was not new. These issues have long existed, hidden under the table, in darkness and denial.

This time, we can't deny it. Racism persists in our society and is felt in our workplaces. Black workers do not believe they are treated the same as white workers, and those perceptions are being documented by SHRM.

Our new research report, released today, points to the striking divisions we're experiencing in our workplaces around race. The report, [The Journey to Equity and Inclusion](#), unveils critical disconnects between Black and White American workers.

Respect is an important benchmark for inclusion at work, and we found feelings of worth are correlated with skin color. All in all, only 18 percent of White workers feel they are not respected and valued at work. However, one-third of Black workers feel that way.

HR professionals, who are generally more attuned to bias at work than others, were even more divided on the subject. Almost half of Black HR professionals feel discrimination based on race and ethnicity exists in their Workplace, compared to just 13 percent of White HR professionals.

Issues around race and bias are not being discussed at work, despite all the efforts SHRM and our members have made to encourage [honest dialogue about toxic workplace cultures](#). Employees are nervous and reticent. Even though a whopping 70 percent of HR professionals say discussions about race are appropriate at work, that message isn't getting through 30 percent of White workers believe their Workplace actually discourages the discussion of racial justice issues at work, and nearly half of Black workers (45 percent) say the same.

HR has a workplace culture taboo to tackle. We can't fix what we can't talk about. And if we can't talk about it, we will find ourselves back here again and again, putting out flames when the next racial injustice detonates in the public consciousness.

As HR professionals, we have a huge opportunity to lead social change for the Workplace and beyond. We must ally with business leaders to rethink our outdated approaches to diversity, equity, and inclusion in the Workplace and remove the barriers to conversation.

Discomfort is the biggest barrier, but it is not insurmountable. It can be toppled with information, expertise, and courage. For information, we can measure these perceptions and drive our decisions with evidence-based research. For expertise, we can educate ourselves better about what individuals really experience at work. And with courage, we can push aside our fears to put race and bias on the table for everyone to discuss.

It's time for some serious work and sincere commitment. And it starts with you. How you go forward in this moment is your decision as an HR professional and a human being.

And you are never alone. You have an entire profession and SHRM behind you. Our new platform, [Together Forward @Work](#), has the research, tools and expert guidance you need—and it will be further enhanced and expanded by the findings of our Blue Ribbon Commission who start their work this fall—so that you can build a workplace culture that extends respect, honesty, and opportunities to everyone.

I urge you to be a part of this transformational call to action. I truly believe that this profession can change lives, starting at work. If not us, who? If not, now, when? We can make better workplaces lead to a better world.

SESD SHRM Board Members:

- **Lacey Johnson** | president
- **Angie Bowen, SHRM-CP** | President-Elect
- **Katie Dollerschell** | Secretary
- **Cassandra Haas** | Treasurer
- **Nathan Gotto** | Membership Director
- **Jana Lane, SHRM-CP** | Past President
- **Jennifer Trenhaile, MS, CRC** | Diversity Director
- **Lizz Nedved, SHRM-CP** | Technology Director

Visit the chapter website! sesd.shrm.org