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October Meeting Information

Diversity, Equity, Inclusion and Belonging:

A Business Case

Presented by Jeremy York,
VP of Talent Strategy &
Success
Purple Ink

October 13, 2022
8:00 am Doors open
8:15 am SAHRA meeting
8:30 am Speaker presentation



NEW MEETING LOCATION:
NDSU Extension Service Office
2680 Empire Road, Dickinson
(across from Sanford Clinic)
Enter Door C / West Side

<http://ndsahra.shrm.org>

SAHRA's October Program

Today, corporate Diversity and Inclusion is rooted in "managing diversity and valuing diversity" to improve innovation, collaboration, brand reputation, and other business areas with the ultimate goal of boosting profits. In essence, the "business case for diversity" refers to attempts to move beyond mere legal compliance with EEO and affirmative action laws. Most of the diversity and inclusion conversations have been solely focused on race and gender. This presentation will discuss the importance of bringing your full self to work and how to invigorate a culture of belonging in the workplace.

Learning objectives include:

- Define Diversity, Equity, and Inclusion and its application in the workplace.
- Discuss the business case for diversity, equity, and inclusion—how it impacts your business operations.
- Review Diversity, Equity, and Inclusion as it relates to the bottom-line. Understand the importance of a diverse, equitable, and inclusive workplace.



Our presenter is Jeremy York, Purple Ink's Vice President of Talent Strategy and Success and co-author of The JoyPowered® Organization. His expertise in

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Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or abaranko@bravera.bank . ■



Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



Society for Human Resource Management

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Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571
 PO Box 132 • Dickinson ND 58601
<http://ndsahra.shrm.org>
 Newsletter Editor: Carrie Zubke

President's Message

September was a whirlwind of activities! Jeanne Masseth, CEO and Chief Legacy Builder, Legacy Talent Development Inc. joined us in person as our September speaker and then the ND SHRM state conference was in Fargo. For those of you who were able to attend, the ND SHRM board hopes you enjoyed the speakers and a couple newly added items. We are still on the path of 'Reimagining' the conference and already have a few more changes for next year already in the works! Save the date for the 2023 conference being held in Bismarck September 12-14th. ■

April Frank PHR, SHRM-CP
 SAHRA President



Every accomplishment starts with the decision to try.

Treasurer's Report

Southwest Area Human Resource Assoc.
 September, 2022

New Statement Balance				\$15,516.73
Current Checks / Deposits	9/20/2022	Interest earned		\$0.13
	8/26/2022	Deposit	Member dues	\$40.00
#648	9/1/2022	April Frank	June meeting room fee reimbursement	(\$52.50)
#649	9/9/2022	Legacy Talent Development	September program fee	(\$500.00)
#650	9/20/2022	ND SHRM	State conf membership drive promo	(\$100.00)
	9/15/2022	SHRM	CFSP qtrly payment	\$180.00
Compare to ending bank statement balance		\$15,084.36		
Outstanding Checks / Deposits	4/11/2022 #646	Stark County	Room rental deposit	(\$100.00)
	9/23/2022	Deposit	Member dues	\$40.00
BALANCE				\$15,024.36

SAHRA Board Minutes

No September board meeting. ■

SAHRA Meeting Minutes

September 8, 2022

Members Present: April Frank, Alyssa Baranko, Krissy Kilwein, Joetta Percy, Tiffany Benner, AJ Eslinger, Aimee Kovash, DeEll Jordre, Melissa Stoltz, Dessie Calihou, Shelly Hanson, Tanner Kaufman, Jennefer Messer, Rachel Peterson, Alicia Erickson and Sheila Strommen.

Members Via Zoom/Virtual: Amber Beld, Sierra Burgess, Cindy Fetch, Lynae Harper, Kim Heidt, Brittani Hoff, Amanda Nicklos, LeDeanna O'Shields, Carey Praus, Marie Bittner, Michelle Dohrmann, Katrina Johnson, Natalie Torgerson and Carissa Suter.

Guests present: Jeanne Masseth – Legacy Talent Development.

President Frank called the meeting to order at 8:19 am. President Frank called for a motion to approve the August chapter meeting minutes published in the September newsletter. Upon motion by Joetta Percy, second by Aimee Kovash, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS: President Frank announced that the August treasurer's report was available for

review in the September newsletter. If there are any questions, please contact a Board member.

The ND SHRM State Conference registration is open. Attendance is limited. Johnny C. Taylor, SHRM CEO, will present on Wednesday! The conference will be held on September 19-21, 2022 in Fargo. The agenda is available at <https://ndshrm.com/state-conference/>

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: SAHRA Board of Director nominations are open for the following positions: President –Elect, Secretary/Treasurer, Community Relations Director, Certification Director, Membership Director and Program Director. The election will take place via Survey Monkey. A link will be sent after the September Membership meeting for chapter members to vote.

The business meeting adjourned at 8:25 a.m.

PROGRAM: Mentoring at Work: Reduce Turnover and Increase Engagement – Jeanne Masseth, Legacy Talent Development. ■

Minutes submitted by:
Melissa Stoltz, Secretary/Treasurer;
April Frank, President

Southwest Area Human Resource Association Board of Directors

President:

April Frank, PHR, SHRM-CP
FH Holdings / Home & Land Co, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

Past President / SHRM Foundation Director:

Carissa Suter, SHRM-CP
McKenzie Electric Cooperative, Watford City
csuter@mckenzieelectric.com | 701-870-4110

President Elect / Legislative Director:

DeEll Jordre
Marathon Petroleum, Dickinson
dmjordre@marathonpetroleum.com | 701-456-6912

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

Community Relations Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287

Workforce Readiness Director:

Amber Beld, SHRM-CP
Baker Boy, Dickinson
amberb@bakerboy.com | 701-456-1520

Membership Director:

Kim Heidt
Steffes, LLC, Dickinson
kheidt@steffes.com | 701-690-6686

Program Director:

Marie Bittner
CBIZ Benefits, Glen Ullin
marie.bittner@cbiz.com | 701-260-5964

Public Relations / Technology Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-483-2530

Diversity Director:

Jessica Kirchoffner
City of Watford City, Watford City
jessielg28@ndsupernet.com | 701-290-8242

SAHRA's October Program

(Continued from page 1)

defining and understanding the “big picture” enables him to translate business needs into tangible solutions.

Jeremy has over 20 years of experience in human resource strategy and operations. Holding various HR leadership roles, he has worked with and advised all levels of management on critical business and people-related issues. These items include HR strategy, performance management, strategic planning, talent management and acquisition, leadership, and more. With his guidance, organizations have improved employee relations, increased performance, and developed cultures based on mutual trust and respect. Jeremy earned a bachelors degree in Organizational Leadership and Supervision from Purdue University and a master's in Management from Indiana Wesleyan University. He is a SHRM-Senior Certified Professional and a certified Senior Professional in Human Resources. Jeremy is an adjunct faculty member for the Department of Organizational Leadership at Indiana University-Purdue University Indianapolis (IUPUI) and is involved in SHRM, HR Indiana SHRM, and IndySHRM. ■

Certification Testing Deadline

The deadline for the SHRM 2022 Testing Window 2 (certification exams taken between December 1, 2022 - February 15, 2023) is fast approaching. The early-bird application deadline is on October 14th, and the standard application deadline is on November 9th. More information is available on the website: <https://www.shrm.org/certification>, of you may contact Alyssa Baranko, Certification Director.

2023 SAHRA Board Elections

Thank you to the members who stepped forward to volunteer their time and talents to serve on the SAHRA board. The election was held via Survey Monkey to allow for write-in candidates. The 2023 SAHRA board is as follows:

President- DeEll Jordre
 Past President- April Frank, SHRM-CP, PHR
 President Elect- Marie Bittner
 Secretary/Treasurer- Melissa Stoltz, SHRM-SCP
 Membership Director- Kim Heidt
 Program Director- Carrie Zubke, SHRM-SCP, SPHR
 Marketing Director- Krissy Kilwein, SHRM-CP
 Certification Director- Alyssa Baranko, SHRM-SCP
 Workforce Readiness- Amber Beld, SHRM-CP
 Diversity Director- Tiffany Benner
 Community Relations Director- AJ Eslinger ■



SW Area Human Resource Association:
 Thank you for the donation of items
 for the DPS Pantry and Closet.
 We greatly appreciate it and
 could not do it without our
 community partners.

-DPS Social Workers



**Connect with
Community Leaders**

**Experience Personal
Growth**

**Improve Your
Leadership Skills**

Meet the Speakers:

Cost to Attend
\$125 *
* Increases to \$150 September 15, 2022

** Speakers are subject to change*

| Seating is limited | Lunch will be provided |

Registration - 8:00 am MST

Event - 9:00 am - 2:00 pm MST

Location - Bravera Bank - 220 1st Avenue West, Roosevelt Room, Dickinson

Register at:



aspirecoachingandspeaking.com/programs

Event Sponsored By:



1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Baker Boy, Dickinson
3. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie-CBIZ Benefits, Glen Ullin
6. Burgess, Sierra-Therapy Solutions, Dickinson
7. Calihou, Dessie*-Dunn County, Manning
8. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
9. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
10. Dohrmann, Michelle-Consolidated, Dickinson
11. Enney, Justin-Killdeer Mountain Manufacturing, Dickinson
12. Eslinger, AJ*-Charbonneau Car Center, Dickinson
13. Fetch, Cindy – Southwest Water Authority, Dickinson
14. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
15. Fong, Carter-Dickinson Chamber of Commerce
16. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
17. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
18. Hanson, Shelly-Fisher Industries, Dickinson
19. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
20. Haugen, Tammy-Marathon Petroleum, Dickinson
21. Heidt, Kim*-Steffes, LLC, Dickinson
22. Heiser, Ashley-Benedictine Living Community, Dickinson
23. Hintz, Kristy*-Ixom Watercare, Dickinson
24. Hintz, Layne-City of Dickinson
25. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
26. Jenkin, Jackie*-Ion Field Service, Dickinson
27. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
28. Johnson, Katrina, PHR*-Baker Boy, Dickinson
29. Jordre, DeEll- Marathon Petroleum, Dickinson
30. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
31. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
32. Kirchoffner, Jessica*-City of Watford City
33. Lantz, Nancy - Southwestern District Health Unit, Dickinson
34. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
35. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
36. Murray, Jen-Southwest Water Authority, Dickinson
37. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
38. Nicklos, Amanda-Steffes, LLC, Dickinson
39. Oase, Matt*-City of Killdeer
40. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
41. O'Shields, Ledeanna-Southwest Water Authority, Dickinson
42. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
43. Peterson, Rachel-Fisher Industries, Dickinson
44. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
45. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
46. Riely, Patty-Dickinson Parks & Recreation, Dickinson
47. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
48. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
49. Stoltz, Melissa, SHRM-SCP*, Dickinson
50. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
51. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
52. Swanson, Ashley-Steffes, LLC, Dickinson
53. Torgerson, Natalie*-City of Dickinson
54. Tysver, Danita - Stark County Development, Dickinson
55. Wallace, Sarah*-Therapy Solutions, Dickinson
56. Zubke, Carrie, SPHR, SHRM-SCP*, - Bravera Holdings Corp, Dickinson

* - indicates SHRM National Membership

PHR indicates HRCI's Professional in Human Resources certification

SPHR indicates HRCI's Senior Professional in Human Resources certification

SHRM-CP indicates SHRM's Certified Professional certification

SHRM-SCP indicates SHRM's Senior Certified Professional certification