

MAY 6TH, 2024

NOARK News



MAY MEMBERSHIP MEETING

9TH, MAY 2024



Session 1:
11:30 AM - 1:00 PM

Session 2:
1:30 PM - 3:30 PM

Unlock Success:

Join Us for the NWA Talent & Training Series!

Get ready to level up your HR strategies and embark on an exciting journey of learning and growth at our upcoming NWA Talent & Training Series! Whether you're a seasoned HR pro or just starting out, this event is your ticket to success in today's dynamic workforce landscape.

Mark your calendars for May 9th, as we kick off the series with a bang! The first session promises a delicious lunch served alongside insightful discussions on effective awareness and recruiting from Northwest Arkansas' Diverse Communities. Picture this: a scrumptious meal paired with invaluable knowledge to help you attract top talent and foster a workplace culture of belonging. Sounds like a win-win, right?

But wait, there's more! After lunch, dive into our Learning Lab where you'll have the opportunity to explore cutting-edge HR tools and technology, discover strategies for onboarding Gen Z and beyond, and tap into support for training, education, and apprenticeship development. It's a hands-on experience designed to equip you with the tools you need to thrive in today's competitive landscape.

So why wait? Secure your spot today and join us for a day of inspiration, networking, and actionable insights. Don't miss out on this chance to take your HR game to the next level!

And now, without further ado, let's meet the incredible lineup of speakers who will be guiding us through this transformative event:

Newsletter Highlights

May Membership Meeting

IMPORTANT Update

Inclusion Update

Mindful Moments

Legislative Update

June Registration is OPEN!

What's Happening?

The Secret to Great Teams



Monica Kumar

BELONGING & BRIDGING

Monica serves as the belonging & equity strategist for EngageNWA. She is focused on building diverse, cross-sector community action and bridging experiences and has been instrumental in uplifting Welcoming Week NWA as a signature regional initiative. Monica brings decades of community development and social justice organizing experience across difference. She practiced human rights law in England and was admitted to the bar in the Turks & Caicos Islands. Monica was born in London to immigrant parents and has lived in many different communities around the world. She speaks fluent Gujarati, and conversational Hindi, and is working on her French speaking skills. Monica believes that localized community action and racial solidarity are foundational for building belonging, bridging and justice for all.



Ron Maloney

ECONOMIC DEVELOPMENT

Ron works to promote Northwest Arkansas as the “right place” for business investment and new job creation. He oversees the Council’s relationship with site selectors and real estate professionals. He places a strong emphasis on strategically targeted lead generation, development and management. He lives in Bella Vista with his wife and three sons and loves to hunt, fish and just about any excuse to be in the outdoors.

EMAIL: ron@nwacouncil.org



Margot Lemaster

BELONGING & BRIDGING

Margot serves as executive director of EngageNWA where she works to increase inclusion across sectors in Northwest Arkansas. She collaborates with regional and national partners to build a more cohesive and welcoming region. Previously, Margot was executive director at the Ozark Literacy Council. While living and studying in France and various West African countries, she developed an interest in building community across differences and a proficiency in French. Born and raised in Fayetteville, she considers herself fortunate to contribute to the ongoing endeavors to foster a more welcoming and inclusive region.

EMAIL: margot@nwacouncil.org



Joe Rollins

WORKFORCE DEVELOPMENT

Joe works with educators and businesses to develop and strengthen NWA's career and technical education programs. He connects colleges, technical schools and high school training programs with potential employers and facilitates meeting their workforce needs. This makes him a valuable resource to both students and schools, supporting and promoting career opportunities. The Springdale native also advocates for regional training and partnership needs with area chambers of commerce.

EMAIL: joe@nwacouncil.org



Serafina Lalany

ENTREPRENEURSHIP

Serafina is dedicated to building a vibrant entrepreneurial ecosystem in Northwest Arkansas. As the executive director of StartupNWA, she is focused on cultivating a thriving innovation economy by offering valuable resources for founders – through increased access to capital and talent, relationship building, and elevating good ideas and success stories. Serafina believes there is no greater conduit of social and economic change than entrepreneurship, and the mission to distribute this opportunity on a broader scale is one that drives her every day.

EMAIL: serafina@nwacouncil.org



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EMAIL: margot@nwacouncil.org

MAY 6TH, 2024



LEGISLATIVE UPDATE BY TINA



By Tina Gilbert



Hello NOARK Chapter Members,

I'm excited to announce that I am your new Legislative Chair for the NOARK chapter. As I step into this role, I am excited to hear from you about the important issues affecting HR that you are concerned about.

I am new to this position, but my commitment to serving you is unwavering. My goal is to learn more about the issues that matter most to our members and to stay closely connected to both local and national concerns.

Your input is crucial in guiding our efforts to advocate for HR professionals and address the challenges facing our industry. Whether it's concerns about workplace regulations, employee rights, diversity and inclusion, or any other HR-related issue, I want to hear from you.

Please feel free to reach out to me directly with your thoughts, questions, or suggestions.

Together, we can work to make a difference in our community and in the field of HR.

I look forward to serving you and representing your interests as your Legislative Chair.

Best regards,

Tina Gilbert





NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen

Mental Health Awareness Month

It's Mental Health Awareness Month. The observance raises awareness for this May diversity topic, and those living with mental and behavioral issues. So during May, support those who live with mental health challenges, as well as their families and loved ones. They are also affected by mental illnesses. Some great ways to support others with mental health difficulties include staying calm, being patient, avoiding judgment, and maintaining social contact.

Older Americans Month

In 1963, Older Americans Month was established. This May diversity month celebrates Americans over 65 and how they contribute to society in the U.S. When it was founded, only 17 million Americans had reached their 65th birthday, and about a third of those people lived in poverty. Acknowledging their contributions and creating programs to meet their needs is critical to ensuring everyone is considered, recognized and appreciated.

Register now for Inclusion Series: Engaging our Introverts and Extroverts!

Our June Inclusion Series event on Engaging our Introverts and Extroverts. The event will be held at the Arkansas Blue Cross Blue Shield building in Springdale on Thursday, June 13th from 8:30 -11:30 am. Registration is \$75 for the first registrant with an organization and \$60 for subsequent registrants on the same time. SHRM and HRCI credit is available for 2.5 hours and breakfast will be provided.

Registration link is:

[Inclusion Series: Engaging Our Introverts & Extroverts - Event | NOARK](#)



May 17: International Day Against Homophobia, Transphobia, and Biphobia

May diversity days include this event, which aims to raise awareness for the rights of LGBTQ+ individuals worldwide and incidents of LGBTQ+ rights violations. May 17 was chosen because it was the date that the World Health Organization removed homosexuality from the International Classification of Diseases.



Jewish American Heritage Month

This May heritage month honors American Jews and their contributions to the United States. If you've never celebrated Jewish American Heritage Month before, consider participating by visiting a Jewish museum or a site of historical interest, making a Jewish recipe, or listening to a Jewish podcast.



Asian American and Pacific Islander Heritage Month

In 1990, the U.S. government established Asian American and Pacific Islander Heritage Month. This May diversity holiday seeks to recognize the achievements and contributions of these individuals. We recommend celebrating AAPI Heritage Month by watching a documentary about Asian American History or buying books from AAPI-owned bookstores.

May 27: Memorial Day

Memorial Day is an American holiday, observed on the last Monday of May, honoring the men and women who died while serving in the US military. Originally known as Decoration Day, it originated in the years following the Civil War. It evolved to commemorate American military personnel who died in all wars and became an official federal holiday in 1971. Many Americans observe Memorial Day by visiting cemeteries or memorials, holding family gatherings and participating in parades. Unofficially, it marks the beginning of the summer season.



May 5: Cinco de Mayo

Some think of Cinco de Mayo as the day to eat tacos and drink margaritas, but this multicultural May holiday has real significance for Mexican Americans. It celebrates Mexico's defeat of the French Army. Read the real story and support a Mexican business in your community as a way to celebrate.



MAY 6TH, 2024

MINDFUL MOMENTS

By Dustin Bro



Embracing Wellness:

Cultivating Mental Health Awareness and Self-Care

May marks Mental Health Awareness Month, a crucial time to shed light on the importance of mental well-being in our lives. Here in Northwest Arkansas, amidst the lush greenery and serene landscapes, let's take a moment to prioritize self-care and support each other in our mental health journey.

Managing stress, achieving work-life balance, and fostering open communication are vital pillars of maintaining good mental health. As we navigate the demands of work and life, it's essential to check in with ourselves and our colleagues regularly. Let's create a culture where conversations about mental health are welcomed and encouraged, reminding everyone that it's okay to seek help when needed.

To further support our mental well-being, why not consider organizing mindfulness sessions, yoga classes, or stress-relief workshops? These initiatives can provide valuable tools and techniques for coping with stress and promoting relaxation in our daily lives.

By embracing mental health awareness this May, we're not only investing in our own health and happiness but also nurturing a workplace culture that values the well-being of every individual. Together, let's create a supportive environment where self-care is prioritized and celebrated.

As we embark on this journey of growth and renewal, let's make May a month filled with sunshine, nourishing meals, and meaningful moments of self-care. Here's to holistic wellness and a brighter future ahead.

Warm regards,

Dustin Bro
NOARK Administrator



MAY 6TH, 2024

Registration **OPEN!**

 **BLUE CROSS/BLUE SHIELD**
5288 W DON TYSON PKWY, SPRINGDALE, AR 72762

 **13 JUNE 2024**

 **8:30 AM - 11:30 AM**

 **BREAKFAST INCLUDED**



V.P. PARKER
PRINCIPAL AND SENIOR CONSULTANT,
V.P. ENTERPRISES AND CONSULTING

What You'll Learn:

- Identify the traits that differentiate introverts and extroverts.
- Explore the 4 Cognitive Thinking styles of the Whole Brain Model.
- Learn techniques for engaging coworkers based on their personality type.
- Gain practical insights for fostering a more inclusive and dynamic workplace culture.

Don't miss this opportunity to elevate your understanding of personality dynamics and enhance your workplace interactions. Reserve your spot today and embark on a journey towards unlocking the full potential of your team!

 **SHRM**
RE-CERTIFICATION
PROVIDER

 **2.5 HOURS**

JUNE MEMBERSHIP MEETING

**Inclusion Series: Engaging Our
Introverts & Extroverts**

Join us for an enlightening HR event focused on exploring the intricacies of personality dynamics in the workplace. Led by esteemed expert V. P. Parker, MS, LSSBB, this engaging session promises to equip you with valuable insights and practical strategies for fostering inclusive and effective team interactions.

With over 30 years of experience as a Certified Diversity Professional and Organizational Development Consultant, V. P. Parker brings a wealth of knowledge and energy to every session. His dynamic approach to training and facilitation has positively impacted Fortune 500 companies nationwide.

\$75 and \$60 for subsequent attendees from same team.

REGISTER NOW 

Northwest Arkansas
NOARK
Human Resources
Association, Inc.

Visit Our Website
www.noark.org 

Podcast Recommendation:

HIDDEN BRAIN

The Secret to Great Teams

It's easy to think that the best teams are collections of highly accomplished or talented individuals, working under a skilled leader. But that's no guarantee of success. Psychologist Anita Woolley says the best teams are far more than the sum of their parts, and share certain basic characteristics.



PLAY NOW



MAY 6TH, 2024

IMPORTANT UPDATES & INFORMATION



Important Notice: **Action Required for NOARK Members**

Dear NOARK Members,

I hope this message finds you well. I'm writing to inform you about some important upcoming changes within our association.

Due to technical difficulties with our website, we've encountered some issues with accessing and updating member profiles. While we are actively working to resolve these issues, we want to ensure that you have access to your essential information in the meantime.

To guarantee that you have all necessary records at hand, we kindly ask you to keep personal records of your credits, transaction history, or any other pertinent information from your profile. This proactive step will help to ensure a seamless transition during this period.

We apologize for any inconvenience this may cause and appreciate your patience and cooperation as we work diligently to address these challenges. Rest assured, we are committed to providing you with the best possible experience and will keep you updated on our progress.

Thank you for your understanding and continued support of NOARK.

Best regards,

Dustin Bro

NOARK Chapter Administrator

A Fond Farewell

I wanted to take a moment to bid a warm farewell to Camille, our exceptional Outreach Director, who has decided to step down from her role. Camille, your presence and contributions have been truly invaluable to our team. Your creativity, dedication, and support have helped us achieve so much. We've been incredibly lucky to have you with us. While we're sad to see you go, we're also excited for the new adventures that await you. Wherever your journey takes you, please know that your impact here will be remembered fondly. Thank you, Camille, for everything you've done for us. We'll miss you, but we're cheering you on for all that lies ahead!



WHAT'S HAPPENING?!

Lead By
Alison Barnes



We hope you had a fantastic time at our recent Corks & Colleagues event! It was a pleasure to see HR professionals come together for an evening of relaxed networking and insightful conversations after hours.

Thank you to everyone who joined us and made the event a memorable one. Your enthusiasm and engagement truly highlighted the power of building connections within our community.

Stay tuned for future events and opportunities to connect. We'll be sure to keep you updated on upcoming gatherings. Until then, keep the spirit of collaboration alive!

Sip & Share

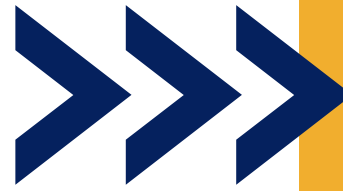
Our recent Sip & Share event was a buzzing success, with HR professionals coming together to share insights, sip coffee, and forge meaningful connections. Your vibrant participation made the morning truly special, highlighting the power of community in our field.

If you missed out, don't worry! Take a quick peek at the snapshot capturing the essence of our gathering. Who knows, you might spot yourself among the remarkable faces.

Stay tuned for details about our next event. Let's continue to build on this momentum, nurturing connections and enhancing our collective expertise. Together, we're shaping the future of HR in exciting ways.



MAY 6TH, 2024



EXCITING NEWS FROM CLUB 24!

Join the fun with Club 24's Monthly Drawings! ✨

🎟️ Ticket Options:

- **Single: \$24**
- **Special Deal: 4 for \$80**

📁 Your Ticket Includes:

- Entry into Monthly Drawings:** Thanks to BHC, every ticket enters you to win \$100!
- More Chances to Win:** Grab our 4-ticket bundle for better odds!
- Persistent Opportunities:** Your ticket stays eligible for future drawings!
- No Need to Be Present:** Claim your prize hassle-free!



🎯 How to Purchase:



- On-site at our monthly meetings.



📅 Mark Your Calendar:



Monthly Drawings: At Every Month's Membership Meeting

Don't miss out! Purchase your tickets and boost your chances of winning! 🏆💰

Thank you, **BHC**, for your generous sponsorship!

Club 24 - Where Every Ticket Holds the Key to Excitement! ✨

SPONSORED BY: **BHC INSURANCE**

CLUB 24 MONTHLY DRAWING

BEST DEAL

1 TICKET \$24

4 TICKETS \$80

Your Ticket Gives You:

- Entry into Monthly Drawings:** Every ticket you purchase enters you into our exclusive monthly drawing for a chance to win \$100! Sponsored by BHC.
- Multiple Chances to Win:** More tickets mean more entries! Increase your odds of winning by grabbing our special 4-ticket bundle for just \$80!
- Persistent Winning Opportunities:** Even if your name is drawn, you're still eligible to win in future drawings. Every ticket is a perpetual opportunity to snag the \$100 prize!
- No Need to Be Present:** Busy schedule? No worries! You don't have to be present at the monthly meeting to claim your Club 24 prize. We'll make sure you get your winnings, no matter where you are.

Please email Alison Ward with any questions or suggestions you may have for NOARK CLUB24 at award@1stemployment.com

WWW.NOARK.ORG

THANK YOU!



McLEAN &
COMPANY

HR TRENDS REPORT 2024

What HR trends are
making waves in 2024?

**ACCESS THIS
REPORT!**

CLICK HERE



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2023

NOARK WAGE & BENEFITS SURVEY

The NOARK Wage and Benefits Survey compiles valuable reward data from employers throughout Arkansas. The survey includes job descriptions, compensation ranges, health and welfare benefit plans, as well as other reward information.

NOW AVAILABLE!

[Purchase Here!](#)

WHY PURCHASE??

- **Compliance**
 - Ensure your organization meets legal and regulatory requirements.
- **Benchmarking**
 - Compare your compensation packages with others in Arkansas.
- **Cost Control**
 - Optimize compensation costs while maintaining competitiveness.

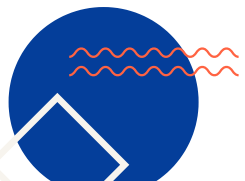
www.noark.org/noark-wage-and-benefits-survey_id63

2023 Pricing

Member Participant	\$175
2022 ACA Participants	\$175
Member Non-Participant	\$325
Non-Member Participant	\$325
Non-Member Non-Participant	\$485

www.noark.org | noarkprograms@noark.org

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Meet our team!



Misty
President



**CINDY RUFFING, SPHR,
SHRM-SCP**
Past President



**SHEILA MOSS, SHRM-
SCP, SPHR**
Vice President



ALISON NAIL-MALONE
Secretary



JUSTIN HUDDLESTON
Treasurer



Mandi Ragsdale
President Elect



David Lensing
College Relations Chair



Rachel Jessen
Inclusion, Equity, & Diversity



DUSTIN BRO
Chapter Administrator

Meet our team!



Amber Pate
Certification/Membership



Nicole Parsons
Workforce Readiness



Alison Ward
SHRM
Foundation/Fundraising



Tina Gilbert
LEGISLATIVE CHAIR



-
Outreach Director



KRISTIN BRO
Programs Chair