



September 2021 NOARK NEWS



NOARK President's Message

September is traditionally our annual diversity event, and I hope you are planning to join us on Wednesday, September 15, 2021, at 11:30 for our program Diversity and Inclusion Leadership: An Ethical Imperative. This session is presented by Tina Gilbert.

Another notable event has taken place this month. The national SHRM conference was held in Las Vegas, and Cindy Ruffing (President-Elect) and I were honored to attend on behalf of NOARK. There were action packed days filled with stellar speakers and content and great networking with 8,000 of our colleagues from around the globe (as well as 4,000 online attendees).

Coming up on September 29th through October 1st our own Arkansas SHRM Conference and Expo is taking place in person at Embassy Suites Hotel, Spa and Convention Center in Rogers. An on-demand option has been added and recorded sessions will be available after the event. There's still time to register! If you would like to assist in welcoming our friends from around the state, please feel free to reach out to me or Cathleen Hoffman as we may have some volunteer opportunities at the event.

I want to give a shout out to Amy Fisher (Legislative Chair) who led a group of NOARK members to meet with Congressman Steve Womack regarding a discussion in

NOARK members to meet with Congressman Steve Womack recently. Advocacy in Action! Russell Holt (Legislative Committee Member) was on the team, and was featured in a recent SHRM article noting his ongoing advocacy efforts. There is more information about their visit in this newsletter, and we are grateful for all their efforts on behalf of area employers.

We continue to monitor the Delta variant of the COVID-19 virus, and its rampant impact on our state and nation including a recent presidential executive order impacting employers with more than 100 employees. Please stay tuned as things unfold around the order. There is much to learn.

Most importantly, our thoughts continue to be with all of you and your families and your organizations and employees as the struggle continues. Our hearts are with you and your exhaustion, and we recognize your continued resilience. Thank you!

Sheila Moss, President
NOARK 2021



September NOARK Membership Meeting (In-Person)

Date: September 15, 2021

Time: 11:30am-1:00pm

Location: The Barn at the Springs

There is strength in unity, however there is strength in diversity which fosters innovation and enhances performance. Inclusion, in a nutshell, is the sense of belonging. As a leader who promotes Diversity and Inclusion, I know it is important to help team members feel like they are a part of the organization. I know that it is my ethical responsibility to ensure diversity in all HR practice, while ensuring equity and inclusion throughout the organization. Inclusive leaders do not bury their heads in the sand when they need to speak-up regarding inequities. Inclusive leaders make diversity and inclusion a priority and hold others accountable - in the recruitment process, onboarding, mentoring, and advancing team members to ensure the fair treatment of team members.

This workshop will provide tools and best practices for leaders to develop and promote a more diverse and inclusion-created work environment.

Objectives:

At the end of this session, participants will be ready to:

- Create a work environment where team members have safe spaces to be their authentic selves without feeling excluded.
- Reevaluate your organizational systems and develop strategies that drive change for inclusion.

- Lead by example by actively being engaged in diversity and inclusion initiatives.

Bring your questions...

SPEAKER: Tina Gilbert, Chief People Strategist

Tina Gilbert, founder of Next Level Training Solutions Group, LLC —has more than 25 years of experience in the areas of training and organizational development, leadership, and customer service. Her consulting company has worked with local and state government agencies, corporate entities, faith-based and community groups. Tina’s mission is to add value to the lives of others, to help them grow, and develop so they can accomplish their goals.

Tina is a graduate of the University of Central Arkansas with a Bachelor of Business Administration degree in Marketing. She also holds a Master of Arts degree in Management Leadership from Webster University. She has an extensive background and multiple certifications in the adult learning process. Tina has worked as an independent certified coach, teacher and speaker with the John Maxwell team and is a certified facilitator with Franklin Covey, Development Dimensions International, Achieve Global, and Diversity and Inclusion certificate from eCornell University. She is the author of a book and journal titled Next Level Thinking 90 Days to Inspire your Best Life. She is a certified Minority Business Vendor with the State of Arkansas, and is a Certified Women’s Business Enterprise National Council, and serves on the Tea Rose Foundation board, as the VicePresident. She loves spending time with her family and friends.

The following quote by John C. Maxwell is a guiding purpose for Tina: “Success is knowing your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others.”

One (1) HRCI Ethics Hour Approved.

One (1) CLE Ethics Hour Approved.

One (1) PDC SHRM Hour Approved.

Register Today!





The legislative committee of NOARK met with Congressman Steve Womack on September 1st as part of an initiative from the Society for Human Resources Management, to meet with our congressional delegations while they are in district. We discussed topics that are currently relevant for the HR profession, for our organizations and our employees. We offered the NOARK membership as a resource for him when considering legislation that directly affects us. Pictured from left to right: Tyler Masters, Amy Fisher, Congressman Steve Womack, Russell Holt, Joanna Alexis, and Glenda Kelderman.

**NORTHWEST ARKANSAS
JOB FAIR**

ROGERS-LOWELL AREA
FALL

**WEDNESDAY,
OCT. 6TH | 2021**
10:00 A.M. - 3:00 P.M.
FRISCO STATION MALL
IN ROGERS

FOR MORE INFORMATION AND
TO PURCHASE AN EXHIBIT BOOTH
VISIT ROGERSLOWELL.COM

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Booth Price Discounted - Cost \$100**

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Hispanic Heritage Month is observed from September 15 to October 15. This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship.

Diversity Calendar

In Person And On Demand

HR2020~~20~~21

A Clear Vision of the Future

Arkansas SHRM 2021 HR Conference & Expo • Sep 29 - Oct 1 • Rogers, Arkansas

Masks Required | Social Distancing | Sanitizing Stations

16.25+ Hours CE Available

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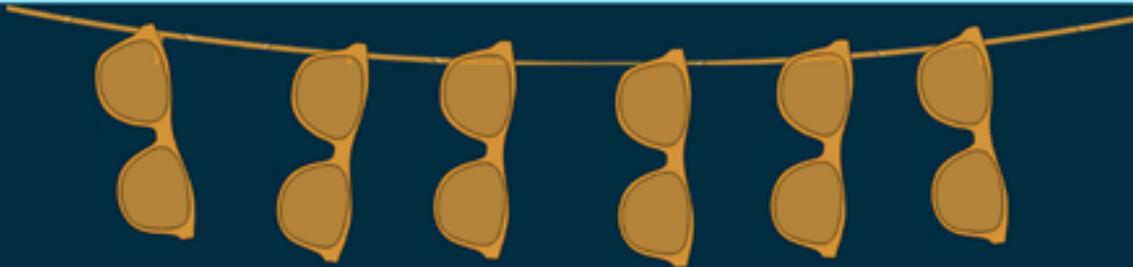


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Register Today!

HR2021

**A CLEAR VISION OF THE FUTURE
THROUGH THE YP LENS**



KINYATA GRAY



MORGAN SCHOLZ

HAPPY HOUR MIXER

Kick off this year's State Conference by joining ARSHRM's Young Professionals (YP) Director, Kinyata Gray, and NOARK's YP Chair, Morgan Scholz, for the first-ever exclusive event for YP's. This will be a great time to meet and network with other YP's from around the state!

DID WE MENTION THERE WILL BE A CHAMPAGNE BUBBLY GREET & APPETIZERS?

SPONSORED BY:

SEPTEMBER 28TH-5:30 PM



**Theo's Rogers Bar & Dining Room
3300 S Market St. Suite 100
RSVP: YPEVENT@hr2021.org**

Arkansas SHRM



ELLA On-Demand for 2021

Employment Law & Legislative Affairs Conference

7 Hours CE Available | Released on October 14. Available through December 31.

Topics include: FLSA Portal to Portal, Immigration, EEOC, OSHA & Safety, MORE Act (Marijuana), Pay Equity, and Employment Implications of the 2021 Arkansas Legislative Session.

If you're registered for the State Conference and register by October 1, your cost will be \$99. **Not attending the State Conference?** You can purchase ELLA On-Demand for \$125. (Price increases to \$149 on October 15.)



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PROFESSIONALS

MAGAZINE

September Issue is here...click on the logo above.



September Learning Opportunities

In an effort to promote our chapters and provide you with continuing education opportunities, here are some of our chapter's meetings that you are invited to attend.

Western Arkansas HR Association: The Future of Behavioral Health in the Workplace with Dan Jolivet | September 14 at 12 Noon. Virtual | Register online [HERE](#).

West Central Arkansas SHRM: Intersectionality: The Next Level Of Building Inclusive Cultures Within Our Organizations With Glenda Caton | September 21 at 11:30 a.m. Virtual | Register online [HERE](#).

Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, and growth opportunities. Go [HERE](#) for more info.



presents

Transgender Inclusion in the Workplace Dr. Enrica N. Ruggs



October 19, 2021 | 12–1 p.m. | Zoom
One Hour CE Available | Event is Free!



Register online at <https://www.surveymonkey.com/r/ARSHRMInclusionWebinar>



In early 2020, Arkansas and neighboring states passed anti-transgender laws. Such attacks on the civil rights of transgender individuals are not new and highlight the discrimination, barriers, and negative treatment faced by people in the transgender community across all facets of life, including within the workplace.

Please join workplace diversity and inclusion expert Enrica Ruggs for a discussion on the importance of supporting and embracing transgender employees in our organizations. She will discuss research on the workplace experiences many transgender employees face and the consequences of discrimination and bias. She will also provide tips on ways we can work together to create more positive work environments that build inclusion for transgender employees.

Dr. Enrica N. Ruggs is an associate professor of management in the C.T. Bauer College of Business at the University of Houston (UH). She received her Ph.D. in Industrial-Organizational Psychology from Rice University. She teaches graduate and undergraduate courses in organizational behavior, managing

University. She teaches graduate and undergraduate courses in organizational behavior, managing diverse workplaces, and human capital analytics. In her research, she examines the manifestation of conflict, bias, and discrimination to provide managers and HR practitioners with evidence-based management solutions regarding the development, implementation, and evaluation of policies and procedures. Her current research examines indicators of and factors related to subtle forms of workplace mistreatment against employees with stigmatized social identities, the outcomes of these behaviors, and strategies that individuals and organizations can engage in to combat and reduce discrimination. Additionally, she examines the experiences of minority employees to understand factors that influence job attitudes and psychological well-being. Her research appears in premier academic journals and is regularly presented at academic conferences and universities. Her work has also been featured in popular media outlets, such as the *New York Times*, *MIT Sloan Management Review*, *U.S. News & World Report*, *Business Insider*, and *Fortune*.



2021 NOARK Compensation and Benefits Salary Survey is ready for purchase... Sponsored by



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- Matt Bartholomew, Allstate Benefits
- Gwen Bartholomew, Allstate Insurance
- Missha Wagoner, Kimbel Mechanical Systems, Inc
- Megan Pierce, Tec Staffing Services
- Michelle McGee, City of Rogers

Please reach out to them and make them feel welcome.



2021 NOARK NWA Walmart Vendor Survey Participation is Open Now!

For More Information on How to Participate

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Administrative Assistant HR/AR**, FM Corporation
- **Human Resources Analyst**, Northwest Arkansas Community College
- **Payroll Specialist**, John Brown University
- **Specialist Compensation**, Tyson Foods
- **Senior Corporate Recruiter**, Rausch Coleman Homes

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

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