



## February 2021 NOARK NEWS



### **NOARK President's Message**

I hope you are planning to join us on February, 11, 2021, to meet (a remarkable woman) Daymara Baker whose vision established a pathway for abilities at work in our local community. One of the objectives of our meeting this month is to take action to become advocates of inclusive hiring initiatives, both in your workplaces and your communities. We are so fortunate to receive guidance from this local business leader and from Bryan Martin who is the Program Manager for Inclusion Programming with our national SHRM Foundation.

I want to send a personal thank you to each member who participated in our giving program in December. You may remember that NOARK donated \$25 on your behalf to either local organizations of your choosing or to the national SHRM Foundation. Thanks to everyone's participation, I am proud to note that NOARK was announced as the 14th chapter in the nation for our level of giving to the SHRM Foundation. Thank you again to the NOARK board members who discovered and implemented this program. All of you have touched many lives through this project. Our congratulations go to Arkansas SHRM who was announced as the 10th state council in the nation for their level of giving to the SHRM Foundation.

Our Wage and Benefits Committee is responsible for developing and encouraging  
participation in our annual wage and benefits survey. I would like to issue a call to

participation in our annual wage and benefits surveys. I would like to issue a call to action as we continue to seek a chair for this committee. If you would like to explore this opportunity and have compensation leadership experience, please feel free to reach out to me. There are talented committee members who stand ready to assist and are looking forward to engaging with a new leader.

I continue to hope that each month finds you and your families well, and that the challenges you face become fewer.

Sheila Moss, President  
NOARK 2021



## **February NOARK Membership Meeting...FREE WEBINAR**

### **ABILITIES @ WORK: DISABILITY INCLUSION IN THE WORKPLACE**

**Date: February 11, 2021**

**Time: 11:30am-1:00pm**

While addressing the CEO Commission for Disability Employment in 2020, Johnny C Taylor, Jr., the President and CEO of SHRM said, "Right now, many HR professionals and employees are not receiving disability inclusion training in the workplace, and this is a missed opportunity. As organizations rethink their talent strategies and rebuild their businesses, it's imperative employers provide resources and support to hire, and welcome, individual with disabilities."

Join us on February 11, 2021 to learn more about SHRM's efforts to promote abilities in the workplace and how those efforts can help you include individuals with varying degrees of physical and cognitive abilities in your workplace. Hear how Rockin' Baker, a Northwest Arkansas nonprofit commercial bakery, offers high quality artisan breads to leading hospitality groups and restaurants in northwest Arkansas employing young adults on the autism spectrum, preparing them for full and productive work lives.

"Baking Loaves. Empowering Lives" is the first thing you see on the Rockin' Baker homepage. Rockin' Baker has been addressing a growing problem in our society: a high unemployment rate that disproportionately affects individuals on the autism spectrum. Autism Speaks estimates that 83% of individuals with disabilities are

spectrum. Autism Speaks estimates that 65% of individuals with disabilities are unemployed, representing over 23,000 potential candidates in Arkansas alone. Boys are four times more likely to be diagnosed with autism than girls. An estimated 70,700 to 111,600 teens each year will enter adulthood and age out of school based autism services. While 44% of children with autism have IQ scores in the average to above average range (i.e., IQ >85), nearly half of 25-year-olds with autism have never held a paying job. Research demonstrates that job activities that encourage independence reduce autism symptoms and increase daily living skills. Rockin' Baker has been a change maker for these young adults in northwest.

**Special Guest Speaker:** Bryan Martin, Program Manager for Inclusion Programming, SHRM Foundation.



**At the end of this session you will be able to:**

- Access resources offered by SHRM to help with recruiting, hiring, and retaining individuals with disabilities.
- Present a business case for including those with varying abilities in your DE&I Strategy.
- Better understand the concept of ableism and what it looks like in your workplace.
- Take action to becoming advocates of inclusive hiring initiatives, both in your workplaces and your communities. Specifically with direction to the utilization of the SHRM Foundation's Employing Abilities at Work program
- Better understand what Autism Spectrum Disorder is.
- Describe the Rockin' Baker mission and consider a mission of employing individuals with disabilities for your own organization.
- Witness neurodiversity at work at Rockin' Baker.
- Challenge biases and stereotypes.
- Celebrate successes in addressing a societal problem.

***1 SHRM PDC and HRCI "General" Credit Hours Available!***

See [www.noark.org](http://www.noark.org) for more details.

**Register Today!**

**As part of NOARK's annual member appreciation and philanthropic drive**

As part of NOARK'S annual member appreciation and philanthropic drive, 2020 presented a unique way to say thank YOU and support those who serve our community during a time of great need. We are pleased to announce the total self-designated gift donations paid by NOARK in behalf of its members to the following organizations and what the organizations had to say about it.

1. \$4,625 – **SHRM Foundation**: “Thank you. Your gift will be used to help HR professionals make a difference in their workplace which will have a cascading effect on their communities and the world at large.”
2. \$175 - **Circle of Life Hospice**: “We are honored you chose to support Circle of Life! You make it possible for us to provide exceptional programs which make a genuine difference to the people we serve.”
3. \$75 - **Cystic Fibrosis Foundation of NWA**: “We are so grateful for your generosity. Every day we are getting closer to a cure and your dedication is going to help us get there faster!”
4. \$700 – **NWA Children’s Shelter**: “You know the basic amenities of food, shelter and education may seem small to the average person. That’s why you gave, and that’s why the Shelter staff and the kids we serve are full of gratitude for your generosity.”
5. \$75 – **Rockin’ Baker Academy**: “Thank you. Your unrestricted gift supports your local nonprofit bakery as a training platform and place of equilibrium to help people feel empowered, valued and confident to move onto their own callings as productive, thriving members of society.”
6. \$100 – **Sheep Dog Impact Assistance**: “Patriots like yourself have provided help in so many ways. Your generosity is truly appreciated. Thank you for your contribution to engage, assist and empower our nation’s military veterans and first responders.”
7. \$50 – **Camp Alliance Silver Star**: “Thank you for your donation!”
8. \$100 – **Spay Arkansas**: “Thank you!”
9. \$100 – **Tailwaggers**: “Thank you so much for the donation!!!!”
10. \$25 – **Boys & Girls Club** (Benton/Washington Co.): “We truly appreciate your contribution, especially during this challenging time as we navigate the effects of COVID-19.”



## Arkansas February Learning Opportunities

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

Western Arkansas HR Association: The 3 Bs of Professional Networking using LinkedIn with Martha Longadin, Startup Junkie Foundation | February 9 at 12 Noon. Register online **HERE**.

Central Arkansas HR Association: Politics, Diversity, and Mental Health as we Return to the Office with Dan Herrington, Friday Eldredge & Clark, and Maggie Young, Southwest EAP | February 11 at 11:30 a.m. Register online [HERE](#).

Northwest Arkansas SHRM: Abilities @Work: Disability Inclusion in the Workplace Speakers: Daymara Baker, Rockin' Baker & Bryan Martin, SHRM Foundation | February 11 at 11:30 a.m. Register online [HERE](#).

Northeast Arkansas SHRM: Mental Health and COVID-19 Virus Fatigue with Jennifer Maley, LCSW, NEA Baptist Clinic on Thursday, February 18th at 11:30 a.m. Register online [HERE](#).

West Central Arkansas SHRM: Identity Theft: Together We Can Deter, Detect & Defend with Frank Mulcahy | February 23 at 11:30 a.m. Register online [HERE](#).



## Legislative Tracking

Arkansas SHRM is tracking legislation related to HR and employment matters. In addition, ARSHRM representatives met with Col. Ator, who is overseeing the states's vaccine deployment efforts, regarding the vaccine phase definitions along with distribution to employers and hopes to have information in the coming weeks posted on our website. You can find our legislative updates [HERE](#).

**NOARK 2020 Compensation and Benefits  
Survey available now  
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**PANDEMIC WORKFORCE  
TRENDS SURVEY RESULTS ARE**

# IN!

## WEDNESDAY, JANUARY 06, 2021

During the period of October 8 – November 8, 2020, NOARK - The Northwest Arkansas Human Resources Association conducted a survey of its members and affiliates in northwest Arkansas to determine workplace trends during the 2020 COVID-19 pandemic. Those survey results are now ready for our members to view.

Survey results are available for download.

### [Pandemic Workforce Trends Survey Results](#)

## **NOARK 2020 NWA Walmart Vendor Survey available now**

[For More Information on how to purchase](#)

## **NORTHWEST ARKANSAS HR JOB LISTINGS**

- **Training & Project Specialist, Georges Inc-Springdale**
- **Talent Acquisition Specialist-Recruiting-Rausch Coleman Homes-Fayetteville**

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

[Create HR Job Listing](#)



**Check out the February  
2021 Edition**

**Thank You To Our NOARK Sponsors...We Appreciate You!!!**



# JOB GUIDE



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