

SAHRA

Fri 5/12/2023 11:33 AM

To:Aimee Newman <aimee.nichols@penmac.com>

# SAHRA

springfield area  
human resources association

**Engage. Equip. Empower.**





## VENDOR SPOTLIGHT & MEMBERSHIP MEETING

**DON'T MISS OUR MAY  
MEMBERSHIP MEETING -  
AT A NEW LOCATION!**

**PRESENTED BY  
DR ALEX COBB**



**A CHANGE WOULD DO  
YOU GOOD; LEADING  
FROM THE HR OFFICE**



**THURSDAY, MAY 18  
11:30 AM - 1:00 PM  
COMMUNITY BLOOD CENTER  
220 W PLAINVIEW**



Thank!  
You!



FOR BEING OUR MAY  
BENEFIT BREAKFAST  
SPONSOR!



[www.lakelandbehavioralhealth.com](http://www.lakelandbehavioralhealth.com)



Contact Kaycia Turner ([Kaycia.Turner@LakelandBehavioralHealth.com](mailto:Kaycia.Turner@LakelandBehavioralHealth.com)) to discuss options for presenting Lakeland services, resources, and tools at your company.

## UPCOMING EVENTS



# Happy Hour

Welcome  
new SAHRA  
members!

THURSDAY,  
MAY 18TH  
4:00-6:00 PM

4 BY 4 BREWING  
COMPANY  
NIXA, MO





# VOLUNTEERS NEEDED!

THE SPRINGFIELD DREAM CENTER

The Workforce Readiness Committee is looking for volunteers for a SAHRA Group Serve/HR Day of Service at the Springfield Dream Center!

Sign up using the QR code below or email [workforcereadiness@sahramo.org](mailto:workforcereadiness@sahramo.org)



**Community Dinner:**  
**Wednesday, May 17th at 5:30 pm**  
**30+ Volunteers Needed!**



## ASK THE EXPERTS: *How to Control Pharmaceutical Costs*

**WHERE:** CITY UTILITIES  
 301 E CENTRAL, SPRINGFIELD, MO 65802

**WHEN:** THURSDAY, JUNE 8, 2023  
 8:00 A.M. TO 10:00 A.M.

**REGISTER:** REGISTER AT [WWW.SAHRAMO.ORG/EVENTS](http://WWW.SAHRAMO.ORG/EVENTS)  
 \$10 REGISTRATION FEE INCLUDES A LIGHT BREAKFAST



OUR SPEAKER:

**WARREN BORDERS**  
 VICE PRESIDENT OF CLIENT ENGAGEMENT  
 LEAF HEALTH



Warren will be educating us on:

- Prescription savings
- How to control pharmaceutical costs by arming our members with both knowledge and questions to ask when discussing their plans.
- Here are a few topics you can expect to hear about:
  - Market Dynamics
  - PBM Pricing
  - Rebates
  - Mail Order
  - Specialty
  - And many more!

## INTERVIEW WITH CHELSEA CACERES



**Why do you believe a Diverse workforce, full of all sorts of people with prior experiences, ages and aptitudes, can help make organizations successful?** The answer is in the question: if a diverse workforce with people of various demographics, aptitudes, and experiences are part of an organization, then that organization is already at a competitive advantage over others who hire like-minded individuals who may look the same as everyone in the C-Suite. When your team consists of people who are physically and cognitively diverse, you're more likely to have a breadth of experience and knowledge that can help in decision-making processes. Diversity includes everyone—even those belonging to the majority—so what it really comes down to is inclusion, mattering, and belonging. Psychological safety is becoming increasingly more important to organizations, even though the term has been around since the 1960s. When organizations can provide a workplace where individuals feel they don't have to cover or compartmentalize any of their identities, they're creating a culture of acceptance, empathy, and authenticity. This can help with employee productivity, engagement, and retention.

**What role does culture play in establishing an environment where all team members feel welcomed and comfortable in the workplace?** Organizations with inclusive cultures help team members feel as if they matter and belong by removing systemic barriers and celebrating the uniqueness each team member brings to the table. A great way to be more inclusive is to create Employee Resource Groups that can be part of the new hiring process and major organizational decisions, where those from underrepresented groups will feel they have representation at all levels of the organization. We recently had a guest speaker who chatted about the Culture Grid O'Reilly Auto Parts utilizes. The Culture Grid connects the employees to the mission, vision, and values of the organization and the related expectations and results. At organizations with inclusive leadership, employees are educated on their roles and responsibilities and the roles of others, so they can see the big picture and have an understanding of how everything is connected. It's that ongoing education (bias training, self-awareness development opportunities, etc.) that creates successful organizations. But, again, *ongoing* and *little* and *often* educational opportunities are a must. One position or one department cannot change the culture of an organization; everyone has to put in the work.

**What specifically has your organization done to help promote a diverse, and inclusive environment?** Culturally, we've added Diversity, Equity, and Inclusion statements to the mission and vision of the university. These are displayed in offices, shared in handbooks, and made visible in all course

syllabi. There are several opportunities for employees and students to learn with and from unique individuals and programming, such as panel discussions on intersectionality, mental health conferences, annual and seasonal training sessions on a variety of topics, and more. Being a higher education institution, we do have multiple departments dedicated to underserved or underrepresented groups such as Disability Support Services, the Office of Diversity and Inclusion, International Support Services, Counseling Services, and others. Drury Allies supports LGBTQ+ students and straight allies, and the institution has a long history of supporting active military, veterans, and their families. The institution is also a registered supporter of the Missouri Safe Space initiative, which opposes workplace discrimination and provides support to non-heterosexual and transgender individuals. Diverse faculty and staff are hired, and students from all walks of life are admitted.

In my three years of being part of the institution as an educator, I've noticed inclusion has been embedded in the university's systems and processes—it's just a natural part of the university at this point. Is there room for improvement? Absolutely. Inclusion is an *ongoing* educational process. With that said, I should probably mention the Diversity, Equity, and Inclusion Leadership Graduate Certificate program that began Fall 2021. Students can choose to participate in only the certificate or combine the certificate with another as part of the Master in Integrative Leadership program. Because it is offered online, individuals from all over the globe and those working in different industries have participated, which has added to each cohort's special, collaborative experience.

**What is your definition of equity? And what things do you believe can be done to create a more level playing field for students?**

My favorite definition of equity comes from Dr. Rohini Anand, previous Senior Vice President Corporate Responsibility and Global Chief Diversity Officer for Sodexo and current CEO of Rohini Anand LLC: Equity is eliminating systemic barriers that inhibit full participation and equal access to opportunities.

Another way to look at it is *equality* is giving everyone a pair of shoes; *equity* means everyone gets a pair of shoes that *fit*.

The second question is quite large—I don't know where to begin, ha. In addition to scholarships and other financial aid opportunities that give students a chance to enroll in an institution, universities and colleges should constantly be looking at what they can do better to serve the entire student population, and especially, those who are marginalized. We need unified, inclusive leaders who are empathetic, authentic, open-minded, and creative. A culture of mattering and belonging is important to instill at any organization. Each student's uniqueness should be celebrated in the classroom, on campus, and in the community.

**Springfield unfortunately has a checkered past and continued struggle with incorporating all groups of people into our community – specifically**

people of color, and those of other religious backgrounds – but in recent years has had some major successes. What else do you think we as a community can be doing to continue moving forward? As you've mentioned, we've seen the City of Springfield make some major moves toward becoming more diverse and inclusive. I haven't yet had the pleasure of meeting Springfield's Director of Diversity, Equity, and Inclusion, Mr. Taj Suleyman, but several colleagues who have interacted with him only sing his praises. I think his hiring showed this city is open to change despite how its been historically viewed. Continuing to provide educational events and programming that highlight and support the diversity of our community and the many benefits associated with collaborating with different people, will be imperative to seeing growth, acceptance, and empathy in Springfield.

---

## CURRENT JOB OPENINGS



### **Associated Electric Cooperative, Inc.**

[Organizational Development Business Partner](#)

[Human Resources Business Partner](#)

(Springfield, MO)

### **Highland Springs Country Club**

[Human Resources Manager](#)

(Springfield, MO)

---

## SAHRA ANNOUNCEMENTS

# 2023 Wage Access Survey

Surveys improve organizational success by comparing current business practices and policies to best practices of similar thriving companies.



**Survey Period:**

**March 1- May 15**

## Benefits of Participation:



### • FREE RESULTS

- THE COMPENSATION SURVEY RESULTS ARE FREE TO SAHRA MEMBERS WHO PARTICIPATE



### • VALUABLE INFORMATION

- THE SURVEY WILL BE SENT TO 272 MEMBERS AT 171 LOCAL ORGANIZATIONS!



### • SURVEY SUBSCRIPTION

- 12-MONTH ACCESS
- 24/7 ON-DEMAND REPORT TOOL
- CUSTOM JOB REPORTS
- UNLIMITED EXCEL AND PDF EXPORTS
- CUSTOMIZED DATA TIMELINES

We look forward to your participation in the surveys!

For any questions regarding survey registration please contact Liz Redohl at [liz.redohl@aaimea.org](mailto:liz.redohl@aaimea.org).



### Emerging Professionals Program

Apply now to become a mentor or mentee!



This program will allow emerging professionals to learn more about the HR industry, grow their professional network, and develop a meaningful, professional relationship over the length of the program.





SAHRA WOULD LIKE TO CELEBRATE THESE CAREER ACCOMPLISHMENTS WITH YOU!

EMAIL US AT [CELEBRATIONS@SAHRAMO.ORG](mailto:CELEBRATIONS@SAHRAMO.ORG)





**SHRM CERTIFICATION APP**  
Start tracking your recertifications credits today  
Located in your App Store

- Easily add your professional development credits (PDCs) under the Advance Your Education section.
- Track all of the activities you have already added to your record.
- Find upcoming approved activities in your area. Search and filter a number of different ways including by competencies, by date.

SHRM

A graphic for the SHRM Certification App. It features a circular logo with "SHRM" inside, surrounded by icons of people. The background is dark green with a faint image of a building.

Missouri State Council of SHRM  
**Plan to attend MOSHRM23**

**HR IS A DANCE**  
A Conference to Remember

**Registration Now Open**  
Margaritaville Lake Resort, Lake of the Ozarks

**August 1-4, 2023**

A banner for the MOSHRM23 conference. It features a photo of five people in business attire dancing. The text includes the Missouri State Council of SHRM logo, the event title "HR IS A DANCE", and the dates "August 1-4, 2023".

SHRM Foundation

Ensuring Workplace Inclusion for Veterans, Military Spouses, and Caregivers

**VETERANS AT WORK**

A graphic for "Veterans at Work". It features a stylized logo with a green and blue 'C' shape. The text includes "SHRM Foundation" and "Ensuring Workplace Inclusion for Veterans, Military Spouses, and Caregivers".

---

*"Taking on a challenge is a lot like riding a horse, isn't it? If you're comfortable while you're doing it, you're probably doing it wrong."*  
**- Ted Lasso**



*Copyright © 2023 SAHRA (Springfield Area Human Resources Association), All rights reserved.*

**Our mailing address is:**

PO Box 4252 Springfield, MO 65808

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).

---

This email was sent to [aimee.nichols@penmac.com](mailto:aimee.nichols@penmac.com)

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

SAHRA (Springfield Area Human Resources Association) · PO Box 4252 · Springfield, MO 65808-4252 · USA

