



Ohio SHRM State Council

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A Message from the Director

Steve Browne, SPHR

It's hard to believe that this will be my last OHSHRM Newsletter article !! The two years I've been State Director have been amazing in many ways. It has been great to get to know you as chapter leaders and volunteers.

I know that being a Volunteer Leader can be challenging. It takes extra time, effort and focus that many in your chapter don't offer as readily as you do. But, take heart because it is also a very fulfilling opportunity to improve both the profession of HR and you professionally.

I hope that I have been supportive in your efforts at the Chapter level. I have had great people filling the Core Leadership Area (CLA) roles and know they want to do their best to see you succeed as well. As I wrap up my term as State Director, I'd like to leave you with a few things:

- Continue to remember that you are there for your members. When you meet their needs and show the value of what you offer, they will respond.
- Make sure to be creative in what you offer. Ask yourself – "Would I come see this program/speaker?" I hope you'd have a resounding YES !!
- Make sure to let the State Council know what you want from us. We are first and foremost your forum as chapter leaders. The more we know what you'd like, the better resource we can be.
- Continue to support and encourage HR people in your communities to attend the Annual State HR Conference in September. It truly is one of the best SHRM State Conferences in the country.

And finally . . . Enjoy what you do.

It has been my pleasure to lead you, learn with you, cry with you and laugh with you !! I will always cherish my time in this role. I hope to see you all for years to come !!

Thanks for everything you do for your chapters and for OHSHRM !!

Chapter Chatter

Here are some upcoming events in our Chapters across the State. Not a member of a local chapter? Not sure you have one near your home or business? Check out the Ohio SHRM website to link to a [Chapter near you](#).

HRACO

2014 Meeting Date	Speaker	Topic	Workshop Y/N	If Workshop Y – Topic
January 14	Jennifer McClure*	Future of HR (S)	Y	7 Strategies from moving from HR Leader Business Leader
February 11	Southam Consulting	Crucial Conversations	N	
March 11	Jack Smalley	Top 10 HR Leadership Mistakes		
April 9	Nancy Newell*	That's what I call Strategic HR Made Simple (S)	Y	TBD
Diversity Conference				
June 10	David Freel	Ethics and Leadership		
No meeting				
August 12				
September 9	Joe Rotella*	Making Social Media Your HR Friend		
Legal Conference				
November 11	Brad Karsh*	The HR Hunger Games: May the C-Suite Be Ever in HR's favor (s)	Y	Dude, What's my Job (Millenials)
Networking Event	Leading Edge Coaches		N	

WAHRA

2014 Membership meetings

Shisler Conference Center 11:30 a.m. – 1:30 p.m.

January 15

February 19

March 19

April 9

May 21

June 18

July & August – No meetings

September 24

October 15

November 12

December 10

TAHRA

Coach Herman Boone, the inspiration behind the movie “Remember the Titans” was the keynote speaker at our full day conference, “Remember the HR Titans”. With about 340 people in attendance, this year’s conference broke a record number of attendees. Kudos to Carole Arman, SPHR for her leadership in this very successful event!

TAHRA is proud to announce the new officers for 2014: Kristie Kraftchick, PHR (President); Wendy Davis, SPHR (President-Elect); Esther Emmert, SPHR (Treasurer); Angela Crosby (Secretary); Cathy Marinelli, SPHR (VP-Member Services); Lori Schoch-Mann, SPHR (VP-Education); and Carolyn Davis (VP-Community Resources. Kristie is hard at work preparing for 2014. Vacant board positions are starting to be filled. Congratulations to the new officers!

From Phyllis Cole, SPHR (2013 President) – It has been an awesome year! As we wind the year down, a Board Celebration will be held at Lights at the Zoo (Toledo Zoo is amazing!) with dinner in the Animal House! New this year, spouses/guests are invited to attend at cost. Board members have been given their choice of a gift – Micro fleece jacket, polo, or a small duffel bag with the TAHRA logo on it. TAHRA's success is due to the hard work and dedication of our board members and I appreciate their support. Expect another great year under Kristie's leadership!

CSHRM

Jan	1/9/2014	B	Legal	7:30-9:30 a	Korrigan & Crause		DOMA
Jan	1/15/2014 (NMO)	L	CSHRM	11:30a - 1:30p	Corporate College – East	Richard Boyatzis	Resonant Leadership Through Emotional Intelligence: Inspiring Us to Be Our Best
Jan	1/23/2014	B	Diversity	7:30-9:30	Baldwin Wallace		
Jan	1/24/2014	B	SMA	7:30-9:30	NEOMG		
Jan	1/27/2014		Education	12:00-1:30	TBD	Joann Moriarty, DOL	Compliance Wage & Hour
Feb	2/19/2014	L	CSHRM	11:30a - 1:30p	Corporate College –East		
Feb	2/21/2014	B	SMA	7:30-9:30	NEOMG		
Feb	2/26/2014		Education	12:00-1:30	Webinar		
Feb	2/26/2014	L			ERC	CSHRM Board Leadership Day	
Mar	TBD	D	Social	5:30 - 7:30 p	TBD		
Mar	3/6/2013	B	Legal	7:30-9:30 a	Korrigan & Crause		FMLA/ADA
Mar	3/14/2014		NOHRC	All Day	I-X CENTER	Various Speakers	
Mar	3/20/2014	B	Diversity	7:30-9:30 a	Baldwin Wallace		
Apr	8th or 9th	B	Education	7:30-9:30 a			Professional Development
Apr	4/11/2014	B	SMA	7:30-9:30 a	NEOMG		
Apr	4/16/2014 (NMO)	L	CSHRM	11:30a - 1:30p	Corporate College - East	Andrea Moore	Coaching with Impact: A Powerful Tool to Transform Leaders
Mar	4/28/2013	B	Education	7:30-9:30 a	Baldwin Wallace		Workforce Readiness
May	TBD		Legal	1/2 day	TBD		Raymond James 1/2 day Retirement Session
May	5/8/2014	B	Diversity	7:30-9:30	Baldwin Wallace		
May	5/16/2014		SMA	all day	TBD	SMA Conference	
May	5/21/2014	L	CSHRM	11:30a - 1:30p	Corporate College – East	Christine Zust	Everything I Do Positions Me: The Simple Path to Professional Success
Jun	6/5/2014	B	Legal	7:30-9:30 a	Korrigan & Crause		Discrimination – “Political Correctness”
Jun	6/18/2014	L	CSHRM	11:30a - 1:30p	Corporate College – East		
July	TBD		Golf Outing	11:00a - 6:00p	TBD		

Deck the Halls ... Or Not?

Religious displays at Christmastime may offend some workers

By Dana Wilkie

As Christmas and Hanukkah approach, some employees will decorate their cubicles and offices with religious and secular displays—a nativity scene, a Star of David, a Santa Claus figurine, an angel-topped holiday tree.

What do managers do if some workers are offended by the exhibits?

U.S. courts have defined a number of icons associated with the holidays, including Christmas trees, as “secular” symbols that don’t require accommodations for religious beliefs, said David Barron, a labor and employment attorney in the Houston office of Cozen O’Connor.

“Santa Claus is certainly one of the most secularized icons of the Christmas season, and the presence of someone in a Santa suit would not in itself require religious accommodation,” he explained. “It is also conceivable that a person’s religious beliefs could regard Santa as being so secular as to be contrary to the religious message of Christmas. Either way, the only legal obligation would be for the employer to reasonably accommodate the religious objections, which, at most, would mean excusing the employee from participation in any Santa Claus-related activities.”

But what if workers are offended by displays that are overtly religious, such as holiday cards pinned on a cubicle with messages about Jesus Christ? According to experts, an employee’s religious expression might be considered offensive if, say, the worker attempts to convert colleagues to a faith. But they pointed out that there’s a difference between merely displaying a nativity scene at the office and conducting a Bible study on work time.

“The best rule is to not discriminate,” Barron advised. “That might mean allowing a non-disruptive display of a religious holiday symbol in the workplace. If you allow the display of a nativity scene on one worker’s desk, it will be hard to refuse to accommodate an employee who wants to display a Star of David. That kind of accommodation can vary by employer, but, again, it cannot be arbitrary—and stated policies should clearly define what is and is not acceptable.”

Steve Miller, a labor and employment attorney in Chicago, said the most important thing managers should do is “listen to employees, hear their concerns, and talk with them about what kinds of accommodations would make them happy.”

He added, “You might try to limit the number of decorations or limit them to a particular area of the office.”

What about the annual office holiday party? What accommodations should be offered to workers who don’t wish to attend the festivities? A day off? Working from home?

“Number 1, make sure the holiday party isn’t mandatory,” Miller said. “Number 2, give the day or afternoon off. Also, holiday parties should not just be a Christmas party but something that celebrates the holidays in general. That helps to lessen complaints.”

Barron said providing time-off accommodations for those who don’t want to attend holiday parties isn’t necessary.

“A more modest, yet still effective, approach would be to make it clear that attendance at the holiday party is completely voluntary, and do not suggest that attendance will benefit a person’s standing within the company or that declining to attend will be a detriment,” he said.

Diversity in the News

In case you missed it on SHRM - this article introduces a concept called "non-disabled privilege" which means "the world accommodates and validates your way of moving and communicating" and that "you're free to go anywhere without worrying about accessibility." MVHRA's Diversity Committee shared this article in our chapter's newsletter earlier in 2013 in hopes of reaching a few more people who may not have access to SHRM. We hope readers will find it to be insightful and that it will provide a greater awareness of our unintentional biases.

A speaker told attendees at the Society for Human Resource Management (SHRM) 2012 Diversity & Inclusion Conference & Exposition in Chicago; "People without an apparent disability have something of which they are probably not even aware: "non-disabled privilege".

Aversive Disablism is a "subtle, unintentional bias that people fail to recognize in themselves," noted Kevin Johnson, director of the Office for Diversity & Inclusion at Berklee College of Music. Aversive disablism "usually doesn't involve open hostility or hate," he explained, but he claims that it is based on negative feelings such as discomfort, pity, sympathy and fear—feelings that can lead to avoidance of people with disabilities and physical differences.

We need to recognize that people with disabilities and physical differences don't have something wrong with them.

Among several recommendations, the speakers suggest that attendees focus on "people-first language," such as referring to someone as "a person who uses a wheelchair."

They explained what non-disabled privilege means.

- People don't stare at you.
- People don't assume you're unable to do things.
- Strangers don't routinely violate your personal space.
- People don't tell you regularly that you are inspiring or admirable.

Josh Crary expressed, "If you don't have a prior relationship with someone, for example, then it's inappropriate to ask personal questions, such as "What happened to you?"

Johnson encouraged employers to follow and share 10 general etiquette rules concerning people with disabilities. The list was developed by Rhoda Olkin in 1999 and includes tips such as:

- Don't stare.
- Don't talk about all the people with disabilities you know.
- Don't assume the person needs help, and don't begin helping without asking.
- Be clear about to whom you are speaking (for example, don't look at an interpreter when speaking to a person who is deaf).
- Don't be afraid to say you don't understand someone's words or their meaning.
- Don't worry about using words that seem counter to the disability (for example, "do you see what I mean?" to a person who is blind).
- Don't touch someone's assistive device without permission.

Awareness of 'Privilege' Can Improve Inclusion, 11/15/2012, by Rebecca R. Hastings, SPHR, is an online editor/manager for SHRM.

THE MAGAZINE Receives an APEX Award

We have some very good news to share with the Ohio SHRM State Council. THE MAGAZINE earned an APEX Award for Publication Excellence in the PRINT category for Magazines and Journals. Sponsored by the Editors of Writer's Web Watch and the Writing That Works Archives, THE MAGAZINE competed with over 2400 entries in 12 major categories. As a winner, THE MAGAZINE can proudly include the APEX 2013 logo in its publications.

APEX 2013 awards were based on excellence in graphic design, editorial content and the success of the entry – in the opinion of the judges – in achieving overall communications effectiveness and excellence. Awards were evaluated, in the following categories:

- Newsletters
- Magazines & Journals
- Magapapers & Newspapers
- Annual Reports
- Brochures
- Manuals & Reports
- Electronic Media
- Social Media
- Websites
- Campaigns, Programs & Plans
- Writing
- Design & Illustration
- One-of-a-Kind Publications

The Ohio SHRM State Council has published two issues of THE MAGAZINE in 2013 on Social Media and Benefits. Look for the next issue on Diversity in your mailboxes in late November