



Ohio SHRM State Council

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A Message from the Director

Steve Browne, SPHR

I hope that summer is treating everyone well. It's a unique time in the calendar year for chapters. Some are active throughout these months and some take a summer break. Whichever method you follow, I hope you are doing well.

You'll see some sad news in this newsletter about the passing of two of our OHSHRM volunteer leaders. After hearing about this I was reminded of a message I want to make sure all of us keep in mind.

More than being volunteer leaders of SHRM, we are humans first.

Both you, and the members of your chapter, have full lives with families, activities, jobs in various industries and roles at different levels. We often get caught up and frustrated with small items which consume the majority of our time and efforts.

When we allow the negative side of things to lead us into situations and our approach with others in volunteer leadership, we become jaded and forget the greatness of those around us.

I value each of you. I love that you're different and having varying viewpoints on things. Even when we come up against situations that need investigation, review and action, I know that everyone is bringing their best to the table.

So, as you read this month's issue of the Newsletter, step back and see the great people around you. They're within reach of each of us !!

Have a great summer and we'll make sure to keep you informed of things happening all around the State as we continue to work together to move forward.

Toledo Area Human Resource Association proudly presented two Awards recognizing the field of Human Resources at its May 15, 2013 meeting. The first award, The 16th Annual Human Resource Management Award for Excellence (HRMAE), was presented to two outstanding companies. Criteria for nominating a company included: being actively involved in the continued development and improvement of their organization's HR function; contributing greatly through their collective HR efforts, to improve organizational performance; and providing vision, guidance and leadership in developing or improving the major HR practices in their organization. The 2013 winners are Spangler Candy Company and Sun Federal Credit Union. Congratulations to both companies!



The second award presented was the Roger Elrod Memorial Scholarship. Toledo Area Human Resource Association (TAHRA) awarded scholarships to two outstanding students attending the University of Toledo. Stacey Kuehn and Marina Shamburg were recognized for their academic and leadership achievements. Each recipient was awarded \$1,000. Criteria considered in selecting the recipients included scholastic accomplishment, membership in either the student SHRM Chapter or TAHRA, leadership, and were required to submit a 500 word essay on one of two topics: diversity or global HR. The goal was to award one scholarship but these two applicants were so impressive, we felt they both were deserving of this award. This educational award was established in memory of Roger Elrod, a former TAHRA member who had a passion for the HR profession. Congratulations to both Stacey and Marina!!!

Diversity – A Definition in Change

Gary Covertino, Ed.D., PHR for HR Magazine

How many of you would visit a restaurant that only served peanut butter & jelly sandwiches, or just oatmeal, and nothing else? Sure there would be some who can live on peanut butter alone, but most people need variety in their lives. Variety is what entices us to want differently, feel differently, and most importantly, think differently. Ten years ago, diversity used to be viewed as a restaurant that only served one item, ethnicity. Today, diversity deals with a variety of items served; cultural diversity, thought diversity, age diversity, team diversity, educational diversity, gender diversity, personality diversity, and motivational diversity (Guy, 2011). Diversity today is served more like a grocery store, not a one themed restaurant.

Human Resource Professionals need to realize that the modern workforce is comprised of many different, or diversified, types of employees. Employees today are more varied than ever before in the history of the workforce. Examples include a wide range in the age of the work force, from entry level school to career workers, to seniors who are working past their retirement age. Also included in today's workforce is the wide range of ethnicities, with a larger Hispanic and African American population in the workforce than ever before (Burns, Barton & Kerby, 2012). But diversity is much broader than just age, ethnicity or even gender. Human Resource Professionals also have to appreciate that with this change in the make-up of the workforce, there comes a new definition of diversity; diversity of thought, culture, understanding, beliefs, and desires, in addition to the historical definition of diversity. It is when a HR Professional incorporates these additional factors into their diversity comprehension, that they will be able to successfully meet the holistic necessities of their workforce.

So, what is the thinking around this broadening definition of diversity? With the expansion of ethnic diversity in the workforce, there come new cultures, beliefs, thoughts, and desires that, though not expected, are brought to work every day. Not too long ago, it was taboo to bring your beliefs, cultural habitat, or personal desires to the workplace. That is not the case today. For whatever reason, home and work are not as separate as they used to be just a few short years ago (Lynn, 2011). In response, HR Professionals need to realize that they will have to not only deal with the Affirmative Action elements of diversity, but with the emotional ones that are now a part of the workforce as well.

Maslow's Hierarchy of Needs may be a good analogy to the new definition of diversity. Maslow's Hierarchy of Needs states that "One must satisfy lower level basic needs before progressing on to meet higher level growth needs. Once these needs have been reasonably satisfied, one may be able to reach the highest level called self-actualization" (McLoed, 2012). Using this analogy as related to the expanded definition of diversity, those in the workforce may find their thoughts around the work environment to focus on their most "basic needs", while their beliefs and culture focus on their "belonging needs", and lastly, their desires to succeed in the workplace as connecting to their "self-actualization needs". It is the role of the HR Professional to empower their workforce to achieve these needs, as related to diversity, and not hinder their progression through these stages. As the workforce changes in its diversity, HR Professionals may desire to invoke this changing definition of diversity into their cultural competency development as well. As Barbara Sher (Heathfield, 2013) said: "Change is not only likely, it's inevitable". This includes the changing workforce and the changing definition of diversity

For further information on this topic, visit the Diversity & Inclusion webpage at Clevelandshrm.com

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Other Diversity Resources

The 6th annual Ohio Diversity & Leadership Conference has been scheduled for Thursday & Friday on October 24th – 25th in Columbus. For additional details, visit www.ohiodiversityconference.com.

The 2013 SHRM Diversity & Inclusion Conference & Exposition is October 28th – 30th in San Francisco, details found at <http://conferences.shrm.org/2013-diversity-conference>.

The OSHRM State Council website is another resource with links to the Core Leadership Areas, <http://www.ohioshrm.org/diversity.cfm>.

A Spin on Diversity

One great and always thought-provoking Diversity thinker is Joe Gerstandt, who regularly posts on Twitter and Facebook, and his website www.joegerstandt.com has an ongoing blog, with the following as an excerpt:

My racy, racializing, post racial, race-baiting blog post. Have you seen my race card?

In my **last post**, I talked a bit about diversity being misunderstood. Organizations often lack clear, concise definitions and the word diversity is often used as code for race, African American, minority, gender, affirmative action, etc. While these are all important parts of the diversity and inclusion conversation, I continue to argue that the word diversity does not actually mean any of those things, it means difference. Difference takes many forms and we need to have a good grasp on the dynamics of difference before we can even hope to have meaningful, actionable conversations about these other things.

There is also a link to the prior blog, appropriately called “Diversity Is,” which again may present a new perspective on diversity and inclusion. He also is an author, presenter / keynote speaker, and trainer/facilitator and additional information can be found on his website.

14 Easy Ways to Get Insanely Motivated!

These simple strategies can keep you energized both on and off the job. Here’s a column that I guarantee will make you more successful in both your professional and personal lives.

1. Condition your mind. Train yourself to think positive thoughts while avoiding negative thoughts.
2. Condition your body. It takes physical energy to take action. Get your food and exercise budget in place and follow it like a business plan.
3. Avoid negative people. They drain your energy and waste your time, so hanging with them is like shooting yourself in the foot.
4. Seek out the similarly motivated. Their positive energy will rub off on you and you can imitate their success strategies.
5. Have goals—but remain flexible. No plan should be cast in concrete, lest it become more important than achieving the goal.
6. Act with a higher purpose. Any activity or action that doesn’t serve your higher goal is wasted effort—and should be avoided.
7. Take responsibility for your own results. If you blame (or credit) luck, fate or divine intervention, you’ll always have an excuse.
8. Stretch past your limits on a daily basis. Walking the old, familiar paths is how you grow old. Stretching makes you grow and evolve.
9. Don’t wait for perfection; do it now! Perfectionists are the losers in the game of life. Strive for excellence rather than the unachievable.
10. Celebrate your failures. Your most important lessons in life will come from what you don’t achieve. Take time to understand where you fell short.
11. Don’t take success too seriously. Success can breed tomorrow’s failure if you use it as an excuse to become complacent.
12. Avoid weak goals. Goals are the soul of achievement, so never begin them with “I’ll try ...” Always start with “I will” or “I must.”
13. Treat inaction as the only real failure. If you don’t take action, you fail by default and can’t even learn from the experience.
14. Think before you speak. Keep silent rather than express something that doesn’t serve your purpose.

The above is based on a conversation with Omar Periu, one of the world’s best (and best known) motivational speakers.

In Memoriam

It is with a heavy heart that we need to let you know of the loss of two of our OHSHRM volunteers. On June 6th, both Jim Vassar (Toledo, TAHRA) and Lynn Hill (Mansfield, North Central HR Association) passed away due to complications from cancer.

Jim was a former president of the Toledo Area HR Association as well as an active partner as a Resource Partner at the Ohio HR Conference through his business V&A Risk Services.

Lynn was the current President of the North Central HR Association and was very active with her chapter as well as the State Council.

The passing of both of these friends is a difficult loss for their families, their communities and our State Council. Jim and Lynn will be long remembered and sorely missed.

Top Legislative and Administrative News in Ohio

State & National Unemployment Numbers for April-May 2013

On May 17, the Ohio Department of Job and Family Services (ODJFS) announced that Ohio's unemployment dropped to 7 percent in April as the state added 7,600 new jobs over the month, a slight decrease from the 7.1 percent rate in March. According to ODJFS, the number of unemployed workers in the state was 400,000 in April, down from 407,000 in March. In April 2012, Ohio's unemployment rate was 7.3 percent.

On June 7, the U.S. Bureau of Labor Statistics announced that the national unemployment rate remained at 7.6 percent for May, though the nation did add 175,000 jobs over the month.

Collective Bargaining

Cuyahoga County Executive Ed Fitzgerald and eight of 11 county council members recently wrote an open letter to members of the General Assembly to express opposition to legislation and ballot initiatives meant to make Ohio a right-to-work state.

Poverty

A coalition calling on the Legislature to raise the minimum wage says it is becoming harder for Ohio families to stay self-sufficient in an economy where expenses are far outgrowing wages. In early June, the Ohio Association of Community Action Agencies (OACAA) explained that costs have increased by 23 percent while wages have increased by 2 percent in the last year. According to its 2013 Self-Sufficiency Standard report, the average Ohio family cannot support themselves on the current state minimum wage of \$7.85/hour.

Senate OKs Workforce Bill

On June 12, the Ohio Senate approved priority legislation to rebrand and simplify workforce efforts in Ohio counties. With a 32-1 vote, the chamber passed HB 1 (Derickson-Romanchuk), which is similar to SB 2 (Beagle-Lehner), approved by the same margin at a March Senate session. Both proposals would rebrand county one-stop centers under the OhioMeansJobs label and require local workforce officials to use www.OhioMeansJobs.com as their official job placement system.

As he'd done on SB 2, Skindell cast the lone dissenting vote on HB1. He didn't speak during discussion of the bill, but in the debate on SB 2 in March, he raised concerns that the legislation would create barriers to accessing services for people who lack computer access or have limited English skills.

The Senate Workforce and Economic Development Committee accepted a substitute version of HB1 Tuesday, so the House must accede to those changes or call for a conference committee before the legislation goes to Gov. John Kasich.

Unions

In early June, the House Manufacturing and Workforce Development Committee held sponsor testimony on two right-to-work measures, Reps. Kristina Roegner's (R-Hudson) and Ron Maag's (R-Lebanon) HJR 5 and Roegner's HB 151, before a packed hearing room. According to Roegner, the legislation seeks to enact a state policy where "each employee must be fully free to decide whether to associate, organize, designate a representative, or join or assist an employee organization."

Workers' Compensation

The Ohio Bureau of Workers' Compensation (BWC) Board of Directors recently approved a plan that would deliver a total of \$1 billion in rebates to 210,000 private employers and public-taxing districts who pay into the bureau's system. The rebate will be about 56 percent of their annual premium. Of the rebate money, \$114 million is expected to be distributed among employers in the public sector. The bulk of the rebate checks, which are expected to average approximately \$4,000, are expected to be sent by late June or early July.

Workforce

Gov. John Kasich signed an executive order on June 11 telling occupation licensing boards and state higher education officials to start giving more weight to veterans' military training. "We have to have a pretty good focus on veterans because they're here, they're trained, they're leaders and they're ready to work," Kasich said.

For more information on other current administrative and legislative issues contact Tony Fiore at afiore@keglerbrown.com and be sure to read the Ohio SHRM State Council Monthly Legislative Report.

Chapter Chatter

Here are some upcoming events in our Chapters across the State.

BWSHRM

<http://www.ohioshrm.org/shrmChapters/butler/index.cfm>

Date	Topic	Speaker	Time	HRCI
July 4th	No meeting			
August 1st	Peeling back the layers of Law and Apply to Wellness Programs	Kim Wilcoxin	Breakfast meeting	Pending approval for 1 general credit
September 5th	Lean HR: Applying Process Excellence to Your Practice	Dwayne Lay	Breakfast meeting	Pending approval for 1.5 Business/Strategic Credit
October 3rd	Emergency Planning	Mike Bunner	Breakfast meeting	Pending approval for 1 General Credit

Certification Corner

Dianna Sayre

As a reminder, the July 15 deadline to apply for a 2013 SHRM Certification Scholarship is quickly approaching. Both SHRM members and SHRM professional chapters are eligible to apply for one of 80 Certification Scholarships worth \$750 each! SHRM chapters can use this scholarship to fund programs that promote PHR, SPHR and GPHR certification, including the purchase of a SHRM Learning System for a certification study group. Visit www.shrm.org/about/foundation to apply.

Be sure to visit the Core Leadership Area on the VLRC to view the recently posted 2013 Certification Webinar. This webinar provides your chapter with key info on the 2013 SHRM Learning System materials, Online Learning Center, as well as how offering a Chapter Study Group or partnering with a college/university can benefit your chapter in many ways! <http://www.shrm.org/Communities/VolunteerResources/Pages/HCertInstCLA.aspx>

The HRCI blog space allows your chapter members to gain increased knowledge about earning HR certification, talk directly with HRCI recertification staff, and have the opportunity to share best practices with other certified HR professionals. Encourage those in your group to connect with the HRCI Institute through their "1:1", "Certification Matters" and "Recert Connect" blogs at HRCI.org/blog today.