



JUNE 2015



## Is This the Summer of Diversity & Inclusion?



A lot has happened in the Diversity & Inclusion world since our last newsletter. Bans against gay marriage were struck down by the U.S. Supreme Court, legalizing marriage between same-sex couples in every state of the nation. Yet another horrific hate crime befell a church in Charleston, South Carolina resulting in the tragic deaths of 9 churchgoers and the removal of the Confederate flag, a symbol of hate for many, from the South Carolina statehouse. The media attention surrounding Caitlyn Jenner has brought awareness and exposure to issues affecting transgendered members of our community.

With so many stories about diversity grabbing national headlines, conversations about these events are bound to enter the workplace. As HR professionals, and further as D&I specialists, we have a responsibility to ensure that discourse is respectful, that ignorance is minimized, and that our work environments are open and welcoming.

I wrote a blog post this week as a result of Jenner's winning of the Arthur Ashe Courage Award at the 2015 ESPYs. My thoughts on what HR apply, regardless of the

### Upcoming Events

Click event name for more information and to register!

#### **ILSHRM Diversity Team Quarterly Conference Call**

Hosted by **ILSHRM**

July 22, 2015, 2:00 PM

(See sent invite for call in details)

#### **Cracking the Millennial Code**

Hosted by **Central Illinois HR Group**

July 22, 2015, 12:00 PM

Free Webinar

#### **EEOC Training Institute Seminar**

August 5 - 6, 2015

Northbrook, IL

#### **ILSHRM State Conference**

September 13 - 15, 2015

Tinley Park, IL

#### **Let's Talk Diversity & Recruiting: Building a Connected Workforce - Free Roundtable**

Hosted by **Chicago SHRM**

September 22, 2015, 8:00 AM

Chicago, IL

#### **Okay, We're Biased...Now What? A Session on Unconscious Bias**

Hosted by **HRA of Greater Oak**

protected class or personal characteristics of the group in question. We have a responsibility to:

- **Educate** – Offer programming and information to managers and employees to help them develop an understanding of diversity and inclusion.
- **Celebrate** – Celebrate the diversity of your team – take advantage of local and national events that help raise awareness for diversity issues.
- **Mediate** – Don't allow conversations that could turn offensive to continue. Interrupt and help build a bridge of understanding between the two parties.
- **Don't Discriminate** – Ensure your non discrimination/EEO policies to prohibit discrimination against all diversity categories. Train managers and employees to avoid stereotyping and discrimination.
- **Elevate** – Enhance your employment brand by promoting the diversity and inclusiveness of your workplace. Show all members of the community that they would be welcome on your team.

It's great that diversity issues are getting more attention, but that attention drives more potentially contentious conversations. We have a responsibility to make sure our workplaces and spaces are productive and welcoming to all members of our current and potential workforce.

## **When Work Works** *Help Illinois employers get recognized for making work work!*



**When Work Works (WWW)**, a collaboration between SHRM and the Families and Work Institute (FWI), works to promote fair, flexible and effective workplace practices. Each year, WWW recognizes employers nationwide that are leading the way with their flexible, employee-centric cultures and work environments, with the "When Work Works Award".

### **Brook**

October 13, 2015, 8:00 AM  
Oak Brook, IL

### **SHRM Diversity & Inclusion Conference**

October 26 - 28, 2015  
Boston, MA

### **Millennials: We Love Them, They Love Them, So Should You!**

Hosted by **Grundy Will HRA**  
October 28, 2015, 7:30 AM  
Joliet, IL

### **Game Changing Insights Around Diversity & Inclusion**

Hosted by **Chicago SHRM**  
November 11, 2015, 8:00 AM  
Chicago, IL

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## **Diversity News & Blogs**

### **Where Shall We Go From Here? The Future of Diversity & Inclusion**

### **HR and the Same Sex Marriage Ruling**

### **The Business Case for Women in the C-Suite**

### **Engaging White Men as Diversity & Inclusion Allies**

### **10 Steps to Building a Culture of Diversity & Inclusion**

### **Agencies Release Guide on Preventing LGBT Discrimination**

### **Apple to Show Gains for Women, African-Americans, and Latinos in 2015 Diversity Report**

### **32 Worst States for Transgender Equality**

The When Work Works Award is one of the nation's most prestigious workplace honors, recognizing employers who have created effective workplaces based on six components: autonomy; work-life fit; supervisor support for work success; satisfaction with earnings, benefits and opportunities for advancement; opportunities for learning; and a culture of trust. The Award—part of the When Work Works partnership between Families and Work Institute (FWI) and Society of Human Resource Management (SHRM)—provides employers with national bragging rights along with media attention for effective work policies and practices as well as inclusion in a searchable database employees nationally can access to find out the best of the best employers. All applicants receive a free benchmarking report on workplace effectiveness and flexibility, based on their application, comparing their responses to other Award winners and nationally representative samples of employers. The next round for the awards starts **August 17, 2015**. Go to [WhenWorkWorksAward.org/about-the-award](http://WhenWorkWorksAward.org/about-the-award) for details.

Last year, 12 Illinois employers received the When Work Works Award at a celebratory luncheon last December in Lisle. The winners were:

- BDO USA, LLP of Chicago
- CohnReznick LLP of Chicago
- Frost, Ruttenberg & Rothblatt, P.C. of Deerfield
- KPMG, LLP of Chicago
- Laughlin Constable of Chicago
- Naval Station Great Lakes of Great Lakes
- NCH Marketing Services, a Valassis Company of Deerfield
- RSG of Chicago
- Ryan, LLC of Chicago (2 locations) and Downer's Grove

### **Chapter Event Spotlight: Heart of Illinois Human Resource Council Partners with the Salvation Army to "Celebrate Veterans"**



### **U.S. Lags the World When It Comes to Women and Tech**

### **Purdue Eliminates "Chief Diversity Officer" Position**

### **Why Diversity in Children's Literature Really Matters**

### **The Transformation of Transgender Rights in the Workplace**

### **Poll: Many Will Now Drop Domestic Partner Benefits**

### **Athletes Detail Racism, Abuse, Segregation from University of Illinois Coaches**

### **Power of the Pocketbook: Women Gaining Influence as Campaign Donors**

### **About ILSHRM**

The Illinois State Council for the Society for Human Resource Management (ILSHRM) is dedicated to serving the needs of SHRM chapters in Illinois by representation to the National Society of SHRM and assistance in achieving each SHRM Illinois Chapter's highest potential. The ILSHRM promotes professionalism in human resources and adds value to the SHRM membership. The ILSHRM Board is made up of volunteer representatives across Illinois who serve to advance the human resources profession.

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The **Heart of Illinois Human Resource Council** (HIHRC), in partnership with the Salvation Army Veterans Outreach Center, hosted "Celebrate Veterans", an event with two main aims - to educate employers about developing programs targeted at hiring veterans and to assist veterans with marketing their skills to employers and with learning about employment and other services available to them.

Sabrina Baker, ILSHRM Board Member and expert in Veterans employment was the keynote speaker and spoke about transitioning from "service member to supervisor". You can check out her presentation slides **here**.

Over 90 people attended the event with over a third of them being veterans. The event was so successful that organizers plan to make "Celebrate Veterans" an annual event!

Check out some of the press coverage of the event:

- **Heart of Illinois HR Council and the Salvation Army Reach Out to Veterans**
- **Veterans Learn How to Market Their Skills**

## **Want Help Promoting Your Events?**

ILSHRM is here to support you and your initiatives! If you have events you would like us to promote, please don't hesitate to let us know. We can add your events to our website and social media channels. Send your event information to **mike.spinale@datatrak.com**

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