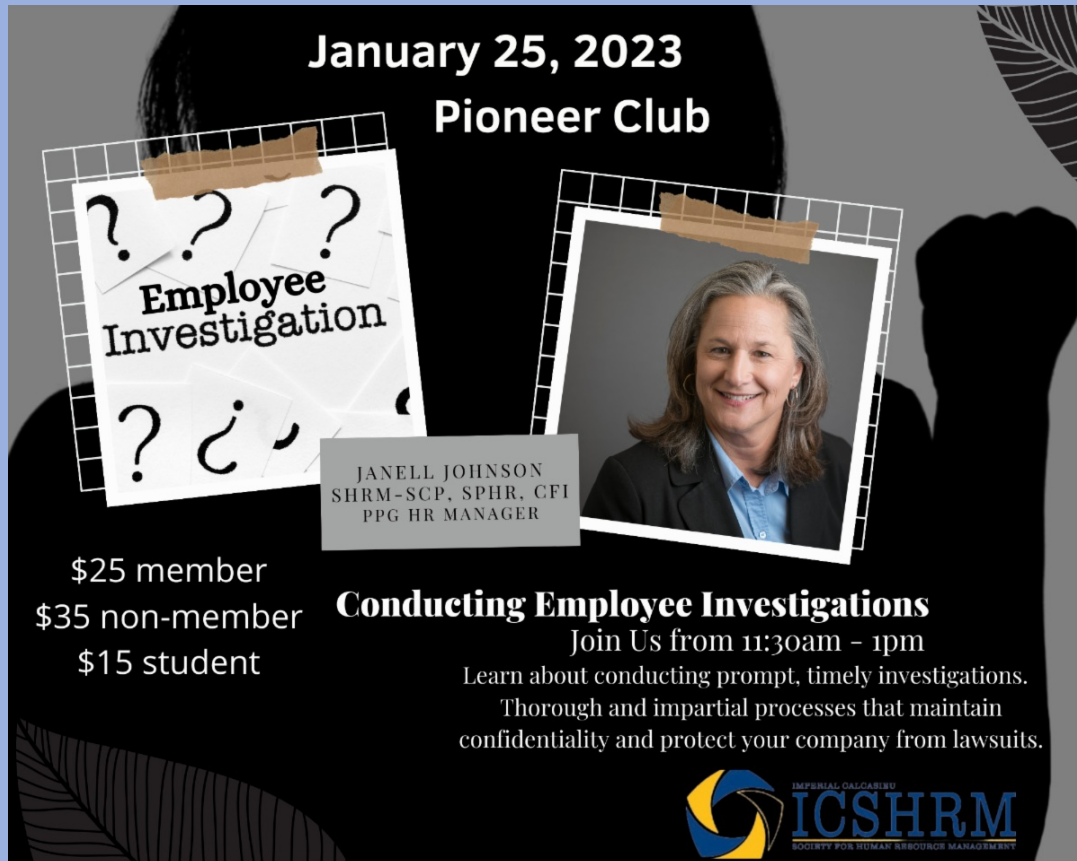




<https://icshrm.shrm.org/>

Newsletter January 2023

January 25, 2023
Pioneer Club




Employee Investigation

JANELL JOHNSON
SHRM-SCP, SPHR, CFI
PPG HR MANAGER

\$25 member
\$35 non-member
\$15 student

Conducting Employee Investigations
Join Us from 11:30am - 1pm
Learn about conducting prompt, timely investigations.
Thorough and impartial processes that maintain
confidentiality and protect your company from lawsuits.



Come and join us for an informational session on conducting employee investigations live or zoom on January 25, 2023.

[REGISTER HERE](#)



With regard to the recent release of **The U.S. Equal Employment Opportunity Commission (EEOC) 'Know Your Rights'** poster...

The Federal Labor Law poster will be updated to reflect changes. Make sure to obtain the updated poster. In the meantime, you can use this link to download from the EEOC website: [Updated EEOC Poster](#)

EEOC Updates Required Poster Details

The U.S. Equal Employment Opportunity Commission (EEOC) has released an updated poster that federal nondiscrimination laws require employers to display. Covered employers must post the new version as soon as possible.

The Details:

Employers covered by federal nondiscrimination laws are required to post a notice describing these laws. The EEOC's poster summarizes these laws and explains that applicants and employees can file a complaint if they believe they have experienced discrimination.

The poster provides information about discrimination based on:

- Race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, and religion
- Age (40 and older)
- Equal pay
- Disability
- Genetic information (including family medical history or genetic tests or services)

The poster also includes information on retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

The new version of the poster includes these changes:

- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity;
- Adds a QR code for fast digital access to the how to file a complaint webpage;
- Provides information about equal pay discrimination for federal contractors; and
- Makes changes to language and formatting.

The poster is [available](#) in English and Spanish. More languages will be added at a later date.

Next Steps:

- Replace any outdated version of the poster with the new version as soon as possible.
- Ensure the updated poster is displayed in a conspicuous location in the workplace



Navigating Employment Discrimination in AI and Automated Systems: A New Civil Rights Frontier

Join EEOC on January 31, 2023, at 10 a.m. ET for a hearing to examine the use of automated systems, including artificial intelligence (AI), in employment decisions. The hearing continues the work of EEOC's AI and Algorithmic Fairness Initiative. Increasingly, automated systems, like AI, are being used to make employment decisions including recruiting, hiring, and firing workers. These technologies, some as simple as automated resume scanners, can encode harmful biases and result in unlawful discrimination.

During the hearing, panelists will discuss the civil rights implications of AI and other automated systems on America's workers and job seekers. The hearing will also explore ways in which these technologies might support diversity, equity, inclusion, and accessibility (DEIA) efforts. Panelists include:

- Ifeoma Ajunwa, Associate Professor of Law, University of North Carolina School of Law
- Jordan Crenshaw, Vice President, U.S. Chamber of Commerce
- Alex Engler, Fellow, Brookings Institute and Adjunct Professor, Georgetown University
- Gary D. Friedman, Partner, Weil, Gotshal & Manges LLP
- Pauline Kim, Daniel Noyes Kirby Professor of Law, Washington University School of Law
- Adam Klein, Managing Partner, Outten & Golden
- ReNika Moore, Director of Racial Justice Program, American Civil Liberties Union (ACLU)
- Manish Raghavan, Assistant Professor, Massachusetts Institute of Technology
- Matthew U. Scherer, Senior Policy Counsel for Workers' Rights and Technology, Center for Democracy and Technology
- Nancy Tippins, Principal, The Nancy T. Tippins Group LLC
- Suresh Venkatasubramanian, Deputy Director of the Data Science Initiative and, Professor of Data Science and Computer Science, Brown University

The meeting will be held in-person at EEOC headquarters in Washington, DC and will be livestreamed. There is also an option for listen-only audio dial-in by telephone.



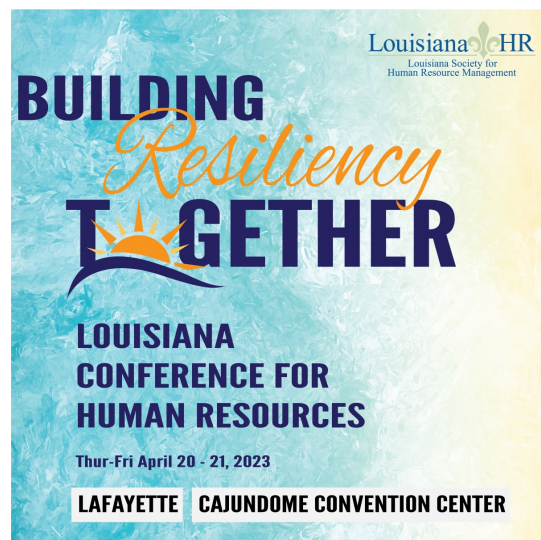
[REGISTER HERE](#)

Louisiana SHRM

8TH ANNUAL LOUISIANA SHRM DIVERSITY & INCLUSION SUMMIT
FEBRUARY 2 & 3, 2023 | NEW ORLEANS, LA



EQUITY AT WORK!



The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development, employee and labor relations, and risk management.



Cultural Dynamics & DEI: Achieving Measurable Success that Drives Business Outcomes

The Center for Diversity & Inclusion, a research institute of Leading NOW, has re-engineered Cultural Dynamics for the Workplace. This ground-breaking research has identified the five (5) key factors necessary to deliver successful Diversity, Equity & Inclusion initiatives that produce measurable Business Outcomes.

In this inaugural, interactive session, Dr. Usha Pillai, Co-Chair for The Center for Diversity & Inclusion and Kelly Lockwood Primus, CEO of Leading NOW, will present this research, delve into each of the five key factors, and provide best practices of why & how to incorporate Cultural Dynamics into your organization.

Participants in this session will learn the meaning of Cultural Dynamics in the Workplace, grasp an understanding of the five key factors, and leave with the knowledge of how to successfully implement Cultural Dynamics in their organization.

Master Class with Kelly Primus



CEO



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[DEI Conference](#)

[LASHRM Conference](#)

Membership Renewal Information Coming Soon!

NEW MEMBERS LOCAL MEMBERSHIP OPPORTUNITIES

JOIN TODAY!

WHY DO YOU WANT TO JOIN AN ORGANIZATION FULL OF HUMAN RESOURCES PROFESSIONALS? Stay in tune with legislation, state and federal laws, and deadlines for your company. Fine tune your skills in recruiting, employee relations, training, talent development, benefits and more! We have aligned with other Louisiana SHRM organizations. It is important to maintain a local presence so that our state and national organizations can hear what is important in our 5 parish area of Southwest Louisiana.

What is the membership cost? \$50 annual calendar fee.

What if my company does not support the membership fee? There are other ways you can support ICSHRM and have your membership paid. We have volunteer opportunities that will enable you to have ICSHRM dues paid and receive a SHRM membership, in addition to other benefits. Contact us today!

When and where are the meetings? We have meetings 6-8 months out of the year. In 2023, we are meeting at the Pioneer Club. Check our website for dates and times. In addition to our meetings, we also conduct a Law Summit, networking events, and other large special events to meet the needs of our local workforce. Check our website for future events and topics.

We look forward to meeting you, and we hope you decide to join our HR networking community.

[Email Support](#)

[Visit our website](#)

UPCOMING EVENTS!



ICSHRM and SHRM

January Event Dates

Jan 1

Check for Insurance Network Changes

Jan 25

ICSHRM

Employee Investigation Member Meeting

Jan 31

Employers issue W2 forms deadline

February 1

OSHA 300 Logs

Don't forget to update your EEOC Know Your Rights Poster! [Click Here](#)

[Register For Upcoming Events HERE!](#)

Quick Poll: What's your biggest HR Challenge today?

Employee Engagement

Select

Embracing Inevitable Change

Select

Organizational Effectiveness

Select

Preparing for Quiet Quitters

Select

**If anyone chooses to pay with a credit card to register for events we will now have to charge a \$1.00 processing fee. Sorry about the inconvenience, but in order to continue to accept the credit card payment for so many individual's convenience there is a cost that we will incur.



2023 Meeting Incentives Earn Member Bucks

For every meeting you
attend you'll receive credit
towards
ICSHRM merchandise!



Highlights from December





Our December meeting was full of holiday fun with scenarios about "What would you do?".



LASHRM State Board member and January speaker, Janell Johnson, inducted



We also issued the ICSHRM scholarships and MCNEESE HR concentration students received their cords at the December meeting.

2023 BOARD MEMBERS

President - Christina "Chris" Detiveaux, SHRM-SCP, PHR

President Elect - Chuck O'Connor, MBA

Secretary - Dana Taylor

Treasurer - Jennie Stevens, SHRM-CP

Certification - Christina Bass, SHRM-SCP

Events/Sponsorships - Kathy Sonnier

College Relations - Kristin Scott, PhD, SHRM-SCP

Membership - Marjorie Wesley, SHRM-CP

Workforce - Michelle McInnis

Diversity Director - Patricia Romine

Communications Director - Michelle Martell

Programs Director - Crystal Scott

Director at Large - Cheyenne Williams



ICSHRM is looking for HR Professionals from all organizations. If you know someone, guide them to an HR Community that cares.

VOLUNTEERS NEEDED!

**MCNEESE STUDENT CHAPTER
PANCAKE BREAKFAST**

JANUARY 25, 2023

10:30PM - 1PM

ICHSRM COMMITTEE MEMBERS

**SPECIAL EVENTS
MEMBERSHIP
CONFERENCE
& MORE**

Call Chris 337-263-1355

OR

[EMAIL US](#)

Are you ready to volunteer?

We are looking for people that are interested in helping with:

- Special Events
- Communications & Marketing
- Conference Committee
- Sponsorship Committee
- Leadership



[EMAIL ICSHRM](#)

SPONSOR A MEETING.

LIMITED OPTIONS AVAILABLE

Capture the audience of HR Professionals by sponsoring a chapter meeting. Unique opportunities to present information and gain brand exposure.

[CONTACT US NOW!](#)



[EMAIL ICSHRM](#)

SPONSORSHIP OPPORTUNITIES

ICSHRM is looking for companies that could benefit from contact with HR professionals, business leaders, and owners in our area.

Sponsorship Levels available at \$250 - \$5,000.

At SHRM, we are focused on five key policy areas that have a meaningful impact on the workplace



WORKPLACE FLEXIBILITY & LEAVE

Enact modern paid leave and workplace flexibility solutions



WORKPLACE HEALTH CARE

Strengthen and improve the employer-based health care system



WORKPLACE IMMIGRATION

Build a modern immigration system that fuels economic growth and protects U.S. workers



WORKFORCE DEVELOPMENT

Support effective workforce development strategies



WORKPLACE EQUITY

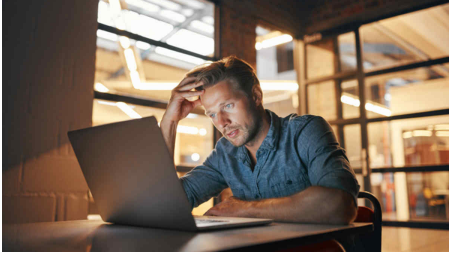
Advance healthy work cultures and workplace equity

NEWLY SHRM CERTIFIED?

Contact us when you receive your HR Certification. As a member of ICSHRM you will receive a professional frame for your newly acquired designation.

May your organizations and families have a
Happy New Year!!

2023 WORKPLACE NEWS



Recruiters Faced Highs and Lows in 2022

The post-pandemic hiring recovery continued in 2022, characterized by intense hiring demand, fierce competition for talent and retention worries. Recruiters had to deal with an often paradoxical labor market, but immigration to the United States ...

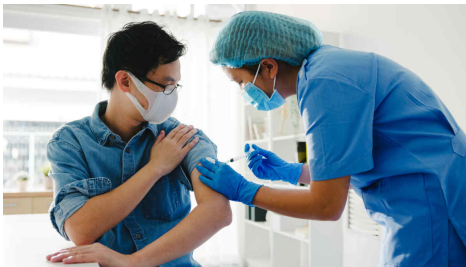
[Read more
www.shrm.org](https://www.shrm.org)



DE&I in 2022: Women's Issues, LGBTQ Rights Dominate News

In 2022, employers continued focusing on enhancing diversity, equity and inclusion (DE&I) efforts- although still hampered by the COVID-19 pandemic. Companies learned what younger workers want from their workplaces, pay inequity continued to...

[Read more
www.shrm.org](https://www.shrm.org)



Court Invalidates Vaccine Mandate for Federal Contractors

The 5th U.S. Circuit Court of Appeals recently ruled that the federal government cannot enforce a COVID-19 vaccine mandate on federal contractors. The court's Dec. 19 decision found that the Biden administration overstepped its authority with...

[Read more
www.shrm.org](https://www.shrm.org)



Young Adults Resolve to Improve Mental Health in the New ...

Millennials and members of Generation Z say improving their mental health is their top resolution for 2023, according to a Forbes Health survey conducted in November with 1,005 U.S. adults. Half of respondents between ages 18 and 25 and 49...

[Read more
www.shrm.org](https://www.shrm.org)



3 Tools to Replace Conventional Employee Discipline

Former employment attorney and author Jathan Janove writes for SHRM Online on how to inject greater humanity into HR compliance. Jathan welcomes your questions and suggestions for future columns. Contact him at the e-mail address at the end of...

[Read more](#)
www.shrm.org



COVID-19 VACCINATION RESOURCES

Can an employer offer vaccinations or ask employees to get vaccinated? SHRM has produced vaccination resources to help those employers with tools, forms and guidance.

[Click Here for SHRM Vaccination Resources](#)



Volunteering with ICSHRM gets you valuable Benefits!

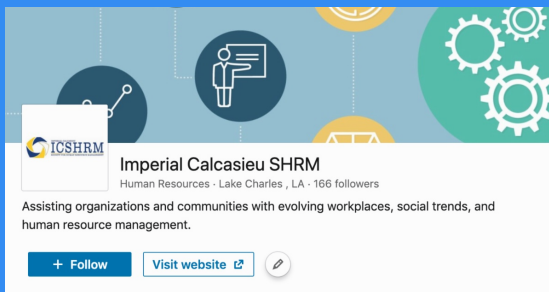
Become SHRM Certified

[APPLY NOW](#)



SHRM Foundation can provide FREE MONEY FOR YOU. Opportunities can be found at the [SHRM Foundation Scholarship](#).

**Connect with us on
LinkedIn and Facebook**



facebook



ICSHRM- Imperial
Calcasieu Society
for Human Resource
Management
@icshrm

ICSHRM MISSION STATEMENT

It is the mission of Imperial Calcasieu SHRM to develop and expand essential partnerships with Human Resource professionals, our communities and the organizations we serve, to address the evolving workplace, social trends, and human management.

VOLUNTEER OPPORTUNITIES

ICSHRM is looking for members to support the student chapter by way of resume advice, attending events and mentoring.

Contact kscott@mcneese.edu.





MSU STUDENTS NEED INTERNSHIPS

Morgan Turpin is the College of Business Internship Director at McNeese State University. Internships are structured, supervised, and short-term programs in which undergraduate or graduate students perform tasks and duties within

an organization to gain knowledge and experience. Internships are often completed over the course of one semester and students may earn monetary compensation from their employer and academic credit from McNeese. Juniors, seniors, and MBA students in the College of Business are eligible to take an internship course for credit in the fields of Accounting, Finance, Business Administration, Management, Management with a Human Resources Concentration, Marketing, and Entrepreneurship. Internships are a minimum of 150 hours and must be completed in the a student's major field of study. For more information on internships please contact Morgan Turpin at (337) 475-5554 or mturpin@mcneese.edu

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