

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

## Newsletter July 2023

**JOIN US!**



### FUNDRAISER

Join Us at Petro Bowl!

630 Petro Point Drive  
Lake Charles, LA 70607

Wednesday, July 26th  
5:30pm - 7:30pm

SHRM Foundation has provided valuable research, grants and scholarships to local HR Professionals and our McNeese Student Chapter.

To learn more go to  
<https://www.shrm.org/foundation/about/>

Please come out for this worthy cause!



**\$40**

Come have fun with HR Professionals in a friendly competitive game of bowling! Bowling shoes and ball are included, but bring your own if you have them. A Hunk of Pizza is included and a team of 4 will have a choice of Pitcher of Beer or Soda.

Click on the grey button below, if you want to know more about SHRM Foundation!

**REGISTER HERE**

# RECENT SHRM NEWS



## HR Must Understand Risks, Benefits of AI

Human resource leaders must educate themselves about AI so they can utilize its benefits in their work and explain to all employees how it can be implemented through the organization, according to a panel at the SHRM Annual Conference & Expo 2023 ...

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



## SHRM's 75th: Workplace Evolution

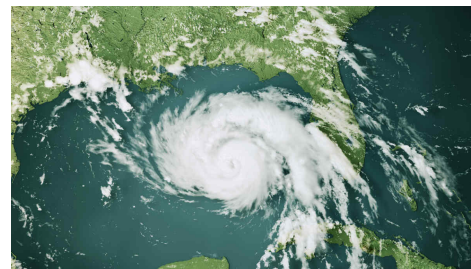
SHRM and the human resource function have undergone significant change in the past 75 years. Here we offer overviews of key areas and advancements within HR and highlight the people who were instrumental in bringing them to life.

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



## Postponed Deadline for EEO-1 Reports May Irritate Employers

The U.S. Equal Employment Opportunity Commission (EEOC) has postponed the deadline for employers to file their 2022 EEO-1 reports, which list workforce



## Supporting Employees During a Hurricane

When Hurricane Harvey made landfall in Texas in August 2017, Jill Koob, SHRM-SCP, was on the front lines of the storm. The owner of Energize HR had 4 feet of water in her family's home. Luckily, her family had evacuated, but friends and a client ...

demographic data, including race and sex.

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

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

## EEOC NEWS



### William Beaumont Hospital Sued by EEOC for Disability...

DETROIT - William Beaumont Hospital, doing business as Beaumont Health S

[Read more  
www.eeoc.gov](http://www.eeoc.gov)

### Elevation Labs Sued by EEOC for Retaliation

IDAHO FALLS, Idaho - Elevation Labs, LLC, formerly known as Northwest Co

[Read more  
www.eeoc.gov](http://www.eeoc.gov)



### Home

The 2021 EEO-1 Component 1 Data Collection is CLOSED. No additional 2021 EEO-1 Component 1 Reports will be accepted. Please be advised that the Message Center is no longer accepting any requests for assistance. The Message Center will resume...

[Read more  
www.eeocdata.org](http://www.eeocdata.org)

# Louisiana SHRM

## QUARTERLY WEBINAR SERIES "Future of Work"



Dr. Jim Henderson  
President of University of Louisiana  
System

Speaker

**WHEN:** Wednesday, August 2, 2023  
**TIME:** 12PM - 1PM

ONLINE ZOOM

[REGISTER WEBINAR](#)

A collage of various tools and equipment including a hammer, stethoscope, pliers, smartphone, hard hat, multimeter, and calculator. The tools are arranged in a semi-circle against a white background. At the top, there are logos for the American Job Center and the Louisiana Workforce Commission. The bottom half of the image has a green background with white text.

**EMPLOYER  
LUNCH & LEARN  
WEDNESDAY, JULY 19, 2023  
11:30 A.M.**

**TOPICS INCLUDE:**

- Helping Individuals Reach Employment (HiRE) Software
- Youth Work Experience Program
- On-the-Job Training
- Workforce Opportunity Tax Credit
- Fidelity Bonding and more

**American Job Center  
2424 3rd Street  
Lake Charles, LA, 70601**

Pre-Registration Required:  
Call 337-721-4010 to register  
Must Register by  
Friday, July 14, 2023

An Equal Opportunity Employer Program  
Auxiliary aids and services are available upon request to individuals with disabilities and also for persons with limited English proficiency.  
2424 3rd Street Lake Charles, LA 70601 (337) 721-4010 TDD/TTY  
1-800-947-5277 or 711, 1-800-846-5277 www.laworks.net

# HAVE YOU RENEWED YOUR MEMBERSHIP YET FOR 2023?

## Membership Dues Information

Membership invoices have been distributed and are due at this time. If you are having trouble paying dues, please get with us, so that we can work with you to be able to continue your membership. If we do not hear from you, your account will become inactive. Please continue to support your local ICSHM organization and continue to receive the valuable benefits of being a member.



Imperial Calcasieu SHRM, P.O. Box 431 Lake Charles, LA 70602 to mail checks or QR code for credit card.

**PLEASE INCLUDE THE MEMBER'S NAME WITH PAYMENT**  
**\$50 per member, annually**  
**THANK YOU FOR YOUR SUPPORT!**

## 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. Go [here](#) for more information on 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](#)

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## JULY HOLIDAYS & OBSERVANCES

**HURRICANE PREPAREDNESS MONTH**  
**INDEPENDENCE DAY - JULY 4**

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**July 1 - Aug 31**  
Heat Illness Prevention  
(SHRM Online Content)

**July 3**  
**CROWN ACT**

**July 12**  
American Job Center Job Fair

**July 31**  
**I-9 Form Flexibility Expires**

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?

**Hybrid Learning**

Select

**Network of Teams within Organizations**

Select

**Employee-Centricity**

Select

**Human Skills in the Workforce**

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.

**JUNE ACTIVITIES**



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# SHRM National Conference

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## 2023 Meeting Incentives Earn Member Bucks

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





# 2023 BOARD MEMBERS

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

**President Elect** - Chuck O'Connor, MBA

**Secretary** - Dana Taylor

**Treasurer** - Jennie Stevens, SHRM-SCP

**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



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

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**Welcome Our New Members**



Tiffany Harmon  
Business Development Manager @ Pridestaff

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## **VOLUNTEERS NEEDED!**

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**ICHSRM COMMITTEE MEMBERS**  
needed throughout the year for special events,  
membership, conferences, & more!

**If you are interested  
Call Chris 337-263-1355**

OR

[EMAIL US](#)

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**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

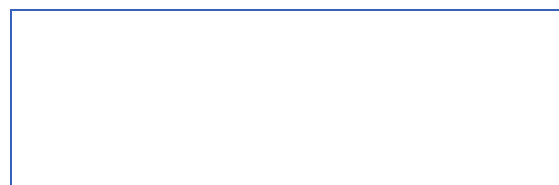
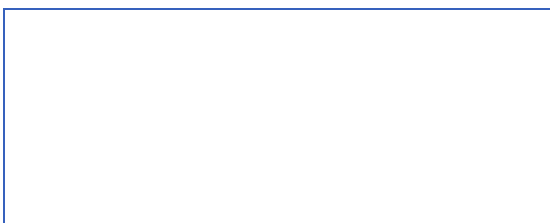
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## NEWLY SHRM CERTIFIED?

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

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## 2023 WORKPLACE NEWS





## Lilly to pay \$2.4M to settle EEOC suit alleging bias...

Lilly's settlement is consistent with enforcement efforts by the EEOC to ensure job seekers are evaluated on the basis of their qualifications, not age.

[Read more](http://www.hrdive.com)  
[www.hrdive.com](http://www.hrdive.com)



## Gen Z values education - but doesn't think a four-year...

A new survey found that high school students are weighing the time investment college requires as seriously as the financial investment.

[Read more](http://www.hrdive.com)  
[www.hrdive.com](http://www.hrdive.com)



## How employers can help workers separate self-worth from...

Simone Stolzoff's new book "The Good Enough Job" presents a problem pervading US work culture, but offers solutions, too.

[Read more](http://www.hr-brew.com)  
[www.hr-brew.com](http://www.hr-brew.com)

[Click Here for SHRM Vaccination Resources](#)

# Did You Know?

## Volunteering with ICSHRM gets you valuable Benefits!

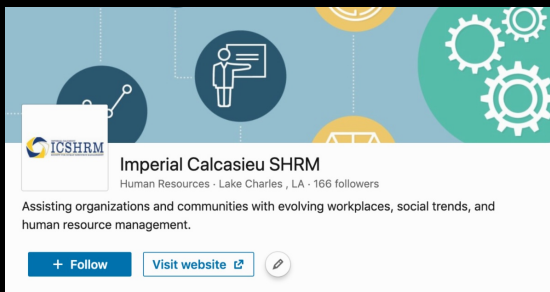
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

## Become SHRM Certified

[APPLY NOW](#)



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



## 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](mailto:kscott@mcneese.edu).



**MCNEESE**  
STATE UNIVERSITY

### 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](mailto:mturpin@mcneese.edu)

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