



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

## Newsletter October 2023

**JOIN US!**

**MICROAGGRESSIONS & CULTURAL COMPETENCE ACCEPTANCE**

**DEI**

**KRISSHUNN E. YOUNGBLOOD, MBA** (she, her, hers)  
DIRECTOR AND CHIEF DIVERSITY OFFICER, MCNEESE STATE UNIVERSITY

Discussing meaningful conversations regarding microaggressions, acceptance and cultural competence. Exploring acts or comments that demean or marginalize individuals. An conversation about how to avoid microaggressions, fostering a more inclusive work environment.

**REGISTER NOW**

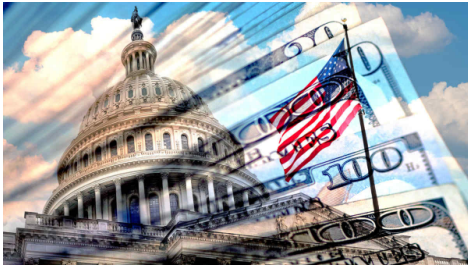
**October 25, 2023**  
**11:30am - 1pm**  
**Pioneer Club**

[REGISTER HERE](#)

[CONTACT US BY EMAIL](#)

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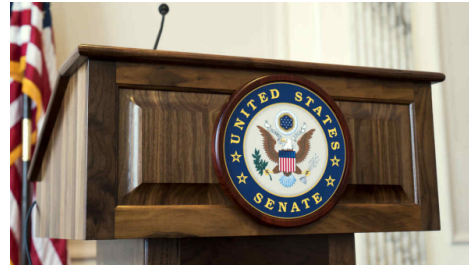
RECENT **SHRM** NEWS



## 10 Questions About Furloughed Employees Answered

Many employees and federal contractors would be furloughed if the government shuts down. Here are some of the most frequently asked questions about employees affected by government shutdowns.

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



## Senate Formalizes Dress Code, Tosses Casual Clothing on...

The attempt to relax an unwritten dress code and allow U.S. senators to wear shorts, hoodies and other informal attire while on the Senate chamber floor has been discarded like an old pair of gym socks.

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



## Navigating Ethical Challenges in AI Adoption

Artificial intelligence is changing how business-and HR-is done. Company leaders need to be aware of these changes and make sure they are not doing more harm than good.

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



## Government Shutdown Outages Aren't the Only Challenge...

Congress has until midnight Sept. 30 to avert a federal government shutdown, which could make the E-Verify system unavailable, as it has been during prior shutdowns. E-Verify has other challenges as well, in addition to its many benefits.

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

# EEOC NEWS



## EEOC Proposes Updated Workplace Harassment Guidance to...

WASHINGTON - Following a majority vote, the U.S.

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

## EEOC Sues ResourceOne for Harassment Based on Genetic...

ST. LOUIS - Worldwide Printing and Distribution, Inc.

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

## Lori's Gifts Sued by EEOC for Disability Discrimination

COLUMBUS, Ohio - Lori's Gifts, Inc., a nationwide chain of hospital gift

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

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## Louisiana SHRM

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### 2024 Louisiana SHRM Diversity & Inclusion Summit

The Louisiana Society for Human Resources (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our 8th Annual Diversity & Inclusion Summit:

February 22 and 23, 2024

We are excited to be back at The Renaissance Arts Hotel in New Orleans, LA! The need for discussion



Perry Sholes SHRM-SCP,  
SPHR State Diversity Director

and action around Diversity, Equity & Inclusion in business has never been greater.

The Louisiana SHRM Diversity & Inclusion Summit will bring together human resource professionals, diversity practitioners, legal professionals and business, civic & community leaders from across the state.

Mark your calendars!

Follow us on Social Media throughout the summit @LASHRMDiv  
#lashrmdiv

[REGISTER WEBINAR](#)

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## MEMBERSHIP OPPORTUNITIES

**Do you know anyone currently working in or seeking work doing HR functions?**

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. We welcome registration for membership at the following link:

[Register for ICSHRM Membership](#)

**THANK YOU FOR YOUR SUPPORT!**

**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 per member 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](#)

## HOLIDAYS & OBSERVANCES

**October 9- Columbus Day**  
**October 31- Halloween**



**October 1 - October 31**  
National Disability Employment Awareness Month  
(SHRM Online Content)

**October 1 - October 31**  
Global Diversity Awareness

**October 1 - October 31**  
Domestic Violence Awareness Month

**October 11- November 13**  
SHRM-CP and SHRM-SCP Certification Preparation

**November 1**  
Employers must Begin Using the New Version of Form I-9  
Check out the New Version of FMLA forms  
(Online Content)

**4th Quarter**  
Remind employees to check PTO balances,  
updated addresses for W-2 Forms and other seasonal vaccinations

**Register For Upcoming Events HERE!**

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

**Interpersonal Relationships**

Select

**DIEB Programs**

Select

**Ambiguity**

Select

**Strategic Impact as a Leader**

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.

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## **SEPTEMBER ACTIVITIES**

Thank you

We had over 70 people attend our September Law Summit!

It was an educational and amazing event.

This event would not be possible without our amazing speakers:

Ross Raley, Attorney at Law Stockwell Sievert  
Mike Roach, Attorney at Law and CPA Roach and Roach

We thank the generous sponsors  
**HUB INTERNATIONAL and Citadel Completions.**



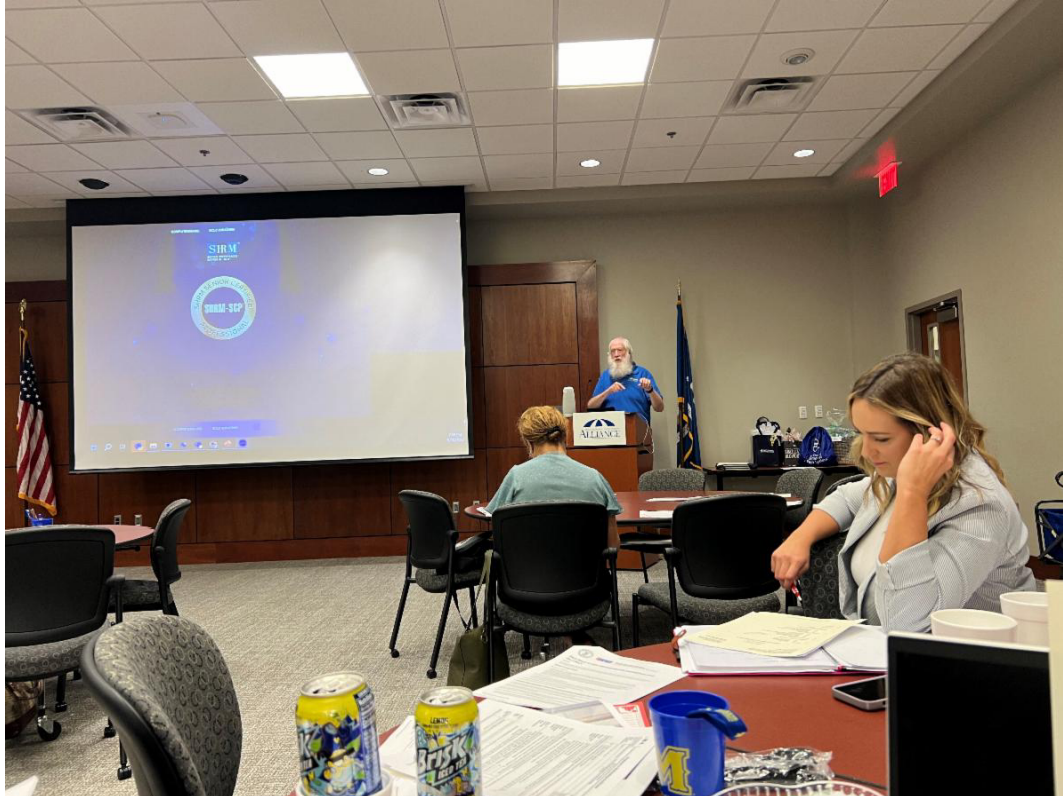




### **The Panel**

Boyd Welsh, Retired HR Professional  
 Candy Parker, HR SOWELA  
 Patricia Romine, HR Citadel Completions  
 Dr. Krisitin Scott, HR Professor McNeese  
 State University





Congratulations to our Winners!!



# 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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**NOMINATE A DESERVING HR PROFESSIONAL TODAY!**

**[NOMINATE HERE!](#)**



# PROFESSIONAL OF THE YEAR

2023

TAKE A MOMENT TO  
SUBMIT YOUR NOMINATION  
FOR A DESERVING  
ICSHRM 2023  
PROFESSIONAL OF THE YEAR

DEADLINE 11/30/2023



## Welcome Our New Members

### PROFESSIONAL MEMBERS

Maddison Cholley  
HR Recruiter PICTURE NOT AVAILABLE  
ReCon Management Services

Kaitlyn MacNamara, MBA  
HR Generalist  
Henderson Family Enterprises



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## Student Members

Mariah King



Pictures Not Available: Hamad Alsalihi, Kylie Conner, Haylee Dupree, Mary Flaherty, Logan Jones, Jenna LeBlanc, Julie Lestage, Bryan Moore, Shealyn Roberson, Isha Suna, Amanda Whiting, and Taylor Burgess.

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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

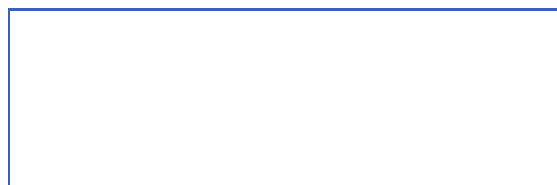
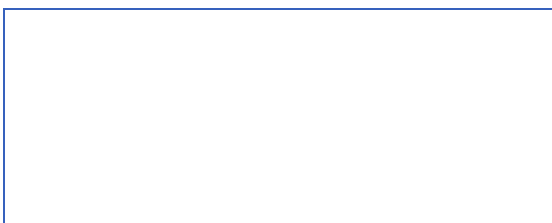
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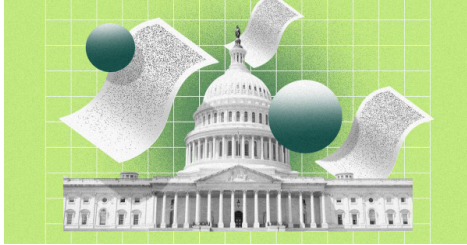
## NEWLY SHRM CERTIFIED?

**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





## Legislative lowdown: EEOC releases Strategic Enforcement ...

The EEOC laid out priorities that will be the focus of its investigators and litigators over the next five years.

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



## More than one-half of HR leaders report increase in DE&I ...

Capterra and Gartner find companies invested more money in DE&I in 2023 than in 2022, despite fears stemming from SCOTUS's affirmative action decision.

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



## Action vs. Words for Organizational Impact -...

By Ashley Dugger Most of us have probably worked somewhere with those motivational posters on the walls. You know the ones I'm talking about. Serene images of nature accompanied by an inspirational message of flourishing teamwork, determination,...

[Read more](#)  
[hrprofessionalsmagazine.com](http://hrprofessionalsmagazine.com)



## Shared from Fisher Phillips

## Workplace Law Update: 10 Essential Items on Your October ...

It's hard to keep up with all the recent changes to labor and employment law, especially since the law always seems to evolve at a rapid pace.

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

# Did You Know?

## Volunteering with ICSHRM gets you valuable Benefits!

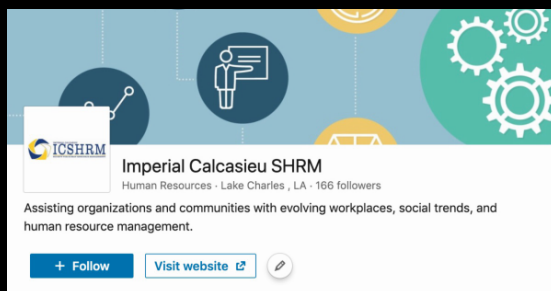
Our ICSHRM Board members receive free ICSHRM membership, meeting volunteers received free access to monthly member meetings, and volunteering for positions at conferences are eligible to attend conferences free. Consider joining next year!

## Become SHRM Certified

[APPLY NOW](#)



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



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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.

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## 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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