

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

## Newsletter October 2022

### Cultural Dynamics in the Workplace

5 Key Factors to DEI Success

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



October 26, 2022  
Pioneer Club  
11:30am - 1pm

\$25 member  
\$35 non-member  
\$10 student



PERRY SHOLES  
LASHRM DIVERSITY DIRECTOR  
PRESIDENT, PROGRESSIVE HR  
STRATEGIES



Proud to announce that the October meeting is Sponsored By:



**Big Brothers  
Big Sisters®**

OF SOUTHWEST  
LOUISIANA

[REGISTER HERE](#)

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## Louisiana State Conference April 2023

Looking for Volunteer for LASHRM conference April 2023! Here are the available volunteer roles:

- **Registration Co-Chair** - working closely with Ryan Lagrange (co-chair) to assist registrants who may need assistance in completing their registration. Receives a list of paid registrants from treasurer and marks paid in constant contact, updates committee on calls with registration numbers, prints badges for attendees, sponsors, exhibitors, and speakers. *Requires* 1-2 hours per month from November - to March, 1 hour per week in April up to the week of the conference. Week of conference 2-3 hours through the day before and there from open to close day one and till noon on day 2. There will be a committee that will work the registration table during conference hours.
- **Social** - night 1 of the conference (April 20, 2023) at Rock N Bowl in Downtown Lafayette. *Requires* about 8 hours of work between May and April and then several hours the day of.
- **Exhibitor Committee** - work closely with Melinda Koon securing and communicating with (potential) sponsors. Melinda is a very seasoned committee chair and has processes in place, this would be assisting her. *Requires* a couple of hours a month between May and March and a couple of hours a week the month of April. A few hours the day before the conference and assisting the exhibitors throughout the conference.
- **Speaker Committee** - working closely with Tessa chair) assisting speakers, mostly via email. *Requires* - 4-5 hours per month from November - March, 1 hour per week in April up to the week of conference. Week of conference 2-3 hours. Checking Speakers in on both days on conference
- **Marketing Committee** - working closely with Tim and Kristy on PR, social media and Constant Contact *Requires* - 1 hour/per week November - Conference

Email us for more information. Click on the link below.

[Email Us](#)

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# JOIN NOW

- RECRUITING
- SKILL DEVELOPMENT
- CERTIFICATION OPPORTUNITIES
- LEGAL UPDATES
- NETWORKING
- LOW COST MEMBERSHIP
- HR, BUSINESS OWNERS & MORE!

APPLY TODAY



## LOCAL MEMBERSHIP OPPORTUNITIES

**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 2022, 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 Upcoming Event Dates

- October 26- DEI (Diversity, Equity, & Inclusion) Sponsored by BBBS
- October 1 - 31 Global Diversity Awareness Month
- October 1 - 31 National Disability Employment Awareness Month
- October 1 - 31 Domestic Violence Awareness Month
- October 17 - 18 HR Business Partners: Enhancing Your Strategic Contributions
- October 17 I-9 Virtual Review Proposed Rule Comment Deadline
- December 6 Holiday Fun with HR Pros WWYD

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[Register For Upcoming Events HERE!](#)

\*\*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.





2022

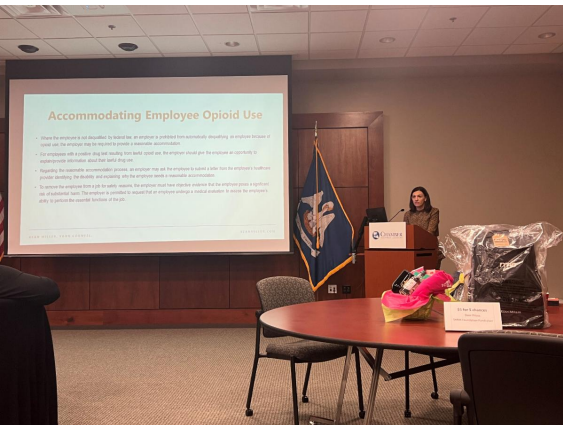
## MEMBER MEETING INCENTIVES

COME TO MEETINGS AND GET THIS TEAMWORK MAGNETIC CLIP HOLDER! BUILD YOUR TEAM WITH EVERY MEETING.



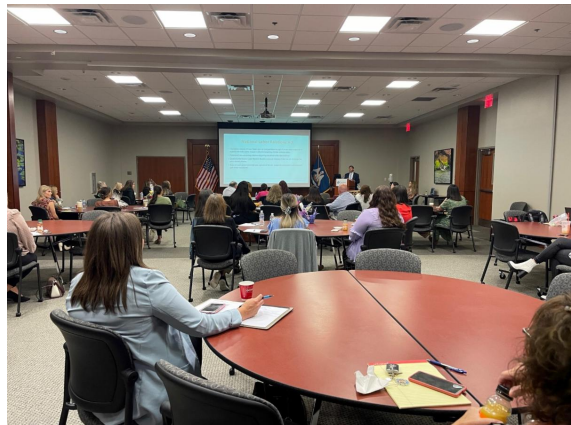
## Highlights from September

Thank you  
to our Awesome  
Employment Law  
Experts!



Thank you all that showed  
up for the Annual Law  
Summit!







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

**Performance Reviews**

Select

**Natural Disaster Procedures**

Select

**End of Year Incentive Raises or Bonuses**

Select

**Other**

Select

## 2022 BOARD MEMBERS

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

**Treasurer** - Chuck O'Connor, MBA

**Secretary** - Dana Taylor

**President Elect** - Vacant

**Certification** - Jennie Stevens, SHRM-CP

**Events/Sponsorships** - Vacant

**College Relations** - Kristin Scott, PhD, SHRM-SCP

**Membership** - Marjorie Wesley, SHRM-CP

**Workforce** - Michelle McInnis

**Diversity Director** - Christina Bass, SHRM-SCP

**Communications Director** - Michelle Martell

**Director at Large** - Candy Parker, SHRM-SCP, SPHR





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## September New Members

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WELCOME!

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**Erica Williams**  
**HR Coordinator**  
with Cameron LNG



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**Denee Delcambre**  
with Calcasieu Parish Police Jury





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## HR McNeese Students

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**Karisma Vidal**



**Camille Dufrene**



**Dalaina Johnson**

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Pictures not provided for :  
Abby LeBoeuf and Blake Garrison

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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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## **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

**Call Chris  
337-263-1355**



[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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## DHS Extends Form I-9 Requirement Flexibility (Effective May 1, 2022)

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced an extension of the flexibility in complying with requirements related to Form I-9, Employment Eligibility Verification, due to COVID-19.

This temporary guidance was set to expire April 30, 2022. Because of ongoing precautions related to COVID-19, **DHS has extended the Form I-9 flexibilities until Oct. 31, 2022.**

**See the original ICE news release from March 20, 2020** for more information on how to obtain, remotely inspect, and retain copies of the identity and employment eligibility documents to complete Section 2 of Form I-9.

Please also consult ICE's guidance for clarification on this provision.

Employers are encouraged to begin, at their discretion, the in-person verification of identity and employment eligibility documentation for employees who were hired on or after March 20, 2020, and who presented such documents for remote inspection in reliance on the flexibilities first announced in March 2020.

Employers must monitor **DHS'** and **ICE's Workforce Enforcement announcements** about when the extensions end and normal operations resume.

E-Verify participants who meet the criteria and choose the remote inspection option should continue to follow current guidance and create cases for their new hires within three business days from the date of hire.

Please **see COVID-19 webpage for more information**.

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## 2022 WORKPLACE NEWS



### EEOC Completes Commission Meeting Series on Future...

Sept. 23, 2022 EEOC Completes Commission Meeting Series on Future Enforcement Priorities Meeting was the Last of Three Public Listening Sessions  
WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) completed its third and final...

[Read more  
content.govdelivery.com](https://content.govdelivery.com)



### Limits to Scheduling Flexibility Did Not Show...

Takeaway: An employer should consistently follow its policies regarding employee attendance and scheduling. When an employer bends the rules on some occasions but not others, an employee disciplined for a violation may claim discrimination. An ...

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



### Supreme Court Ready to Address Affirmative Action,...

With the advent of fall comes a new term for the U.S. Supreme Court,



### Weather and Natural Disasters

Dangerous hurricanes, tornadoes, floods, fires, blizzards and severe storms can appear at a moment's notice, and employers must be prepared for a myriad of workplace issues that crop up before and after they strike. HR professionals can use these ...

which is likely to hear a number of cases of interest to employers across the country. The 2022-23 term officially starts Oct. 3. Rob Duston, an attorney with Saul Ewing...

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

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



## Chief Diversity Officer Talks the State of DE&I in the US

Workplace inclusion is more than just a buzzword. It's become a critical component of successful organizations. Reports show that job applicants are keeping tabs on companies' diversity, equity and inclusion (DE&I) efforts when considering a new ...

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



# Did You Know?

**Volunteering with ICSHRM gets you valuable Benefits!**

## Become a Board Member!

### BENEFITS OF VOLUNTEERING

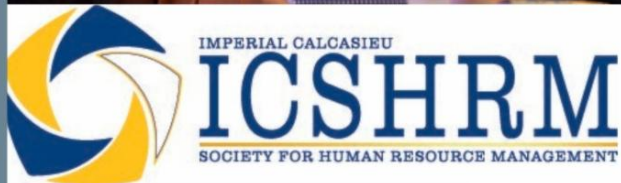
- PAID SHRM MEMBERSHIP
- PAID ICSHRM CONFERENCE
- EXPENSES PAID VLS TRAINING WITH OTHER STATE SHRM VOLUNTEERS
- OPPORTUNITIES FOR EXPENSE PAID TRIP TO DC - SHRM VLS\*

IMPROVE YOUR HR SKILL

GAIN EXPOSURE TO OTHER INDUSTRIES

MANY NETWORKING OPPORTUNITIES

\*Applies to certain board roles



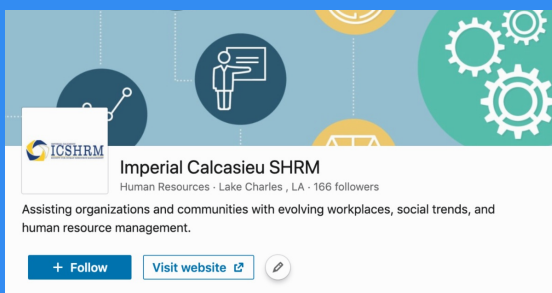
## Become SHRM Certified

**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](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 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)

