

Tools for Schools

The "Tools for Schools" program is off to a great start! In case you haven't heard, "Tools for Schools" is now a collaboration of three different school supply drives that were happening across Wayne County for the past several years. The goal of the program is to help elementary school students in need be able to start the year with all the school supplies necessary for a successful learning experience. Did you know that over 40% of our elementary school students are doing without basic supplies such as paper, crayons and pencils?

Here's how the EIHRA and its members can help with the "Tools for Schools" program:

- * Provide a flyer regarding the program to your employees as well as display a bin at your company for collection of school supplies. You may access a copy of the flyer at <http://www.eihra.com/new-flyer-eihra.pdf>.
- * If you need a collection bin, please contact Laura Kehlenbrink (email: kehlenbrink@mrlinfo.org or telephone: (765) 966-8291, ext. 130).
- * Deliver items collected at your respective company to the August 11 EIHRA Chapter meeting being held at MCL Restaurant from 11:30 a.m.-1:00 p.m. OR contact Laura Kehlenbrink (email: kehlenbrink@mrlinfo.org or telephone: (765) 966-8291, ext. 130) for pick up of any items collected at your company between August 3 through August 11 (August 11 - end of 2009 program).
- * Make a tax-deductible financial donation to the program. Checks may be written to the EIHRA.
- * Sponsor a classroom. <http://www.eihra.com/new-flyer-sponsor-classroom.pdf>
- * Help sort and/or distribute supplies to schools. There are three sort dates - August 5, 6 and 11. Sorting will begin at 2:00 p.m. each day in the Bard Room - lower level of Morrison Reeves Library.

The most needed school supplies are:

- | | | | | |
|--------------------------|--------------------------|----------------------------------|---------------------|----------|
| *Glue Sticks | *Ruler with in and cm | *Crayons (24 count) | *Cloth pencil bags | |
| *Scissors | *Pencils (no mechanical) | *Colored pencils (12-16) | *Boxed tissues | |
| *Large pink erasers | *Folders | *School box (cigar size) | *Erasable ink pens | *Markers |
| *Highlighters | *Composition books | *3x5 cards | * Dry erase markers | |
| *Loose leaf filler paper | * Ream of copy paper | *Notebooks (wide & college rule) | | |

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Upcoming Meetings

August 11, 2009 Chapter Meeting

11:30 am - Lunch
 11:45 am - Business Meeting
 12:00 pm - 1:00pm - Program
 Topic: Dave Holt of Dot Foods
 will be covering Diversity
 Matters.
 Cost: \$13.00 for members,
 \$16.00 for guests
 Where: MCL Cafeteria
 Next Month's Chapter
 Meeting
September 15th, 2009
 11:30 am
 MCL Cafeteria



Happy Birthday!

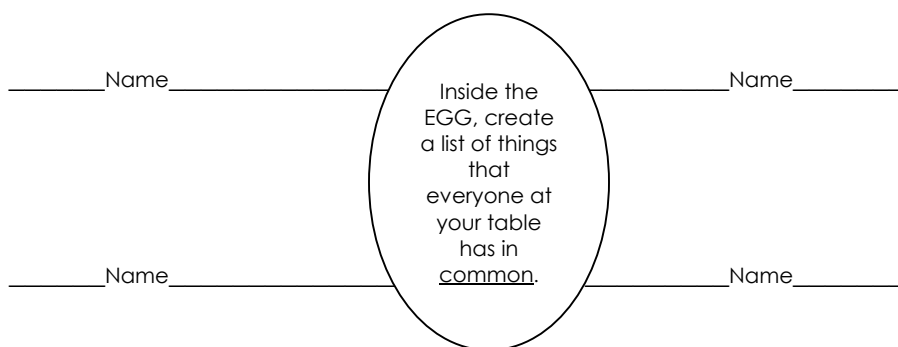
Sue Waddell - 8/4/09
 Amy Williams - 8/4/09
 Michael Allen - 8/9/09
 Beth Brittenham - 8/10/09
 Teresa Steffee - 8/13/09
 Sarah Satkus - 8/19/09
 Paul Bundschuh - 8/23/09

What goes on in a Webinar????

Many business professionals have never attended a webinar or understand exactly what it is. A webinar is a presentation, lecture, workshop or seminar that is transmitted over the Internet. The board thought it would be a good idea to show its members what can be learned in a webinar. In late July, Gina Ruffcorn attended a SHRM webinar presented by Eric Peterson, Manager of Diversity & Inclusion Initiatives and here is what she learned.

During this presentation Eric shared a 3 ½ hour training session that SHRM has done for all employees. He advised that when we are doing diversity training there are about 40% of the attendees that are excited to be there and 60% that want proof that they need to be there. To remedy this SHRM has asked their Chief Operating Officer or another Chief Officer to do the introductions and explain why the diversity and inclusion initiative is important.

An activity that Eric uses as an icebreaker is the "egg activity" (please see attached file). Eric suggests having flipcharts next to each table for this activity. The first thing to do is put names of each participant on the lines outside of the egg. Next, as a group, they create a list of everything they have in common inside the egg. Under each name the individuals would write down one or two things unique to them. This activity should take about 10 minutes and then they have a debriefing activity where everyone at the table introduces their group using the information on the egg diagram. Eric asks the question, "What was easier to fill out, the inside or the outside?" Usually the outside is easier to fill out because they know about themselves but have to have conversations with each other in order to discover what they have in common.



Another activity Eric uses is "Project Noah". For this project we have to use our imagination as a meteor twice the size of the moon is on a collision course with Earth and all people and life forms will perish. Five years after the collision, scientists believe that Earth will be inhabitable again so the governments of the world have decided to build a space station that will be able to support no more than three people for the five years while Earth is uninhabitable. Each table is given a handout with a list of candidates to choose from who would be placed on the space station and charged with building the population of Earth back up. Scientists have developed technology which will allow everyone to procreate so that's not a concern. After discussing for 20 minutes or so each table shares their choices and the winners are placed on a flipchart. After winners are listed on flipchart Eric spends 5-7 minutes looking at underlying cultural values and determining which ones were important in helping the groups choose. Lastly, Eric asks the individuals what they learned about themselves.

Eric also shared three case studies that he provides to each table group for discussion. At this time he would display a slide with four questions for the groups to consider. After 10 minutes with each case study they discuss as a group.

Lastly, Eric shared best practices for diversity and inclusion training. He feels that effective diversity and inclusion training is skill-based and behavioral in nature; changing values and attitudes is simply not feasible in these workshops. He also suggests beginning your planning with the end in mind. You should develop a list of course objectives first and make sure that course materials and activities are mapped directly to your objectives. Eric feels that the most successful classes are those in which the facilitator speaks only about 1/3 of the time and points out that laughter is a sign that participants are engaged so, as facilitators, we should not be afraid of laughter.

If you have additional questions about this presentation please contact Gina at 765-312-0103 or gruffcorn@dotfoods.com. The board definitely recommends that you check out a webinar in the future.

EIHRA September Meeting Change Notice!!!!

The EIHRA September Chapter meeting date that is scheduled for Tuesday, September 8, the day after Labor Day, has been changed. The EIHRA Board voted to move the meeting to Tuesday, September 15. Please mark your calendars to indicate this change.

Welcome Back!!!!

A big welcome back goes out to Eddie Brown from Spartan Staffing who is returning to the EIHRA after a couple of year's absence.

Bring a Friend

The board recently approved the motion to allow prospective EIHRA members to attend monthly program/chapter meetings (not workshops) for the first time at no cost. If you know of someone who may be interested in becoming a member and they would like to check out a meeting, please contact one of the EIHRA board members.

Speaker Spotlight



Matt Holt will be our August speaker covering Diversity Matters. Mr. Holt graduated from the University of Illinois in Champaign, IL in 2002 with majors in Economics and Spanish. He had also attended the University of Valencia, in Spain, also majoring in Economics and Spanish.

Mr. Holt has spent the last 13 years with Dot Foods, Inc., a family-owned organization. His experience spans many different locations and areas of the business. He began as a District Sales Manager in 1996, was named Regional Sales Manager in 1998, Logistics Analyst in 2000, Transportation Manager in 2001, New York DC General Manager in 2002, Regional Manager - Eastern Region in 2007, and currently is Vice-President of Human Resources.

In 2002, he led the Liverpool, New York distribution center through the acquisition and merger with Drescher, Inc., Dot's largest competitor at the time.

Mr. Holt chairs Dot's Diversity Leadership Group and leads the company diversity strategy. He is a member of the Society of Human Resources Managers, Women's Foodservice Forum, Multi-Cultural Foodservice and Hospitality Alliance, Students in Free Enterprise, the Employee Benefits Association of St. Louis. He also serves on the YMCA board.

Survey

At the September 15 meeting we will have some discussion on the Wayne County Wage and Benefit Survey which will be conducted this fall by Ball State University. Ball State is asking for our assistance to help make the information generated by the survey more relevant to local employers. We look forward to your participation.

Board Members

We are still looking for several board members for next year. The open positions are Certification Director, Professional Development Director, and Secretary. If you have an interest in any of these spots, please let a board member know. Thank you.

EIHRA is now on LinkedIn!!!!

Did you hear ... the EIHRA is LinkedIn (www.linkedin.com) to one of the most common social networking sites?

Becoming a member of the EIHRA LinkedIn Group allows you to establish new business relationships and ask/answer questions. Also, the EIHRA will use LinkedIn to:

- Promote meetings or conferences using the "events" tab
- Recognize speakers and sponsors
- Announce deadlines for awards, scholarships and certification
- Share information about recertification, diversity, etc.
- Inform readers about pending legislation, new legislation and grassroots efforts

If you are a member of the professional networking site LinkedIn, please check out the EIHRA group.

So, what are you waiting for? ... Join the EIHRA Group and get LinkedIn (www.linkedin.com).

Announcing the NEW



HR Dash

Fun Walk/Run

Wednesday, September 2nd

at the 2009 Indiana State HR Conference

You pick your course and pace day of the event - 1, 2.5, or 3.5 miles along the scenic Canal Walk along White River State Park. All proceeds will benefit the SHRM Foundation. Shower and full facility fees are available at the National Institute for Fitness and Sport (NIFS) on the IUPUI campus, within walking distance of the Westin Hotel.

Event Logistics:

Wednesday, September 2nd
Registration begins at 6:00 a.m.
HR Dash begins at 6:30 a.m.

Cost for the HR Dash:

\$15.00 without t-shirt
\$25.00 with t-shirt
\$5.00 - optional fee to utilize NIFS shower facilities
\$12.00 - optional fee to use all NIFS facilities

Find out more and register at www.IndianaSHRM.org

Chapter Challenge

Chapters can win valuable prizes for: Highest percentage of conference attendees, Best Chapter themes, Early Bird challenge

HR Dash Sponsors:

