



**Better Workplaces. Better World.  
Better Together.**

**Susan Post, SHRM-SCP, CAE**  
*Field Services Director*  
**CT SHRM Virtual Leadership Conference**  
*October 16, 2020*



# SHRM: Who We Are



## Purpose

Elevate HR



## Vision

HR building a world of work that works for all



## Mission

SHRM empowering people and workplaces by advancing HR practices and maximizing human potential



**As the voice of all things work, workers and the workplace, SHRM is shaping the way employers and employees thrive together.**

**300,000+**  
**Members**

**70,000+**  
**Organizations**

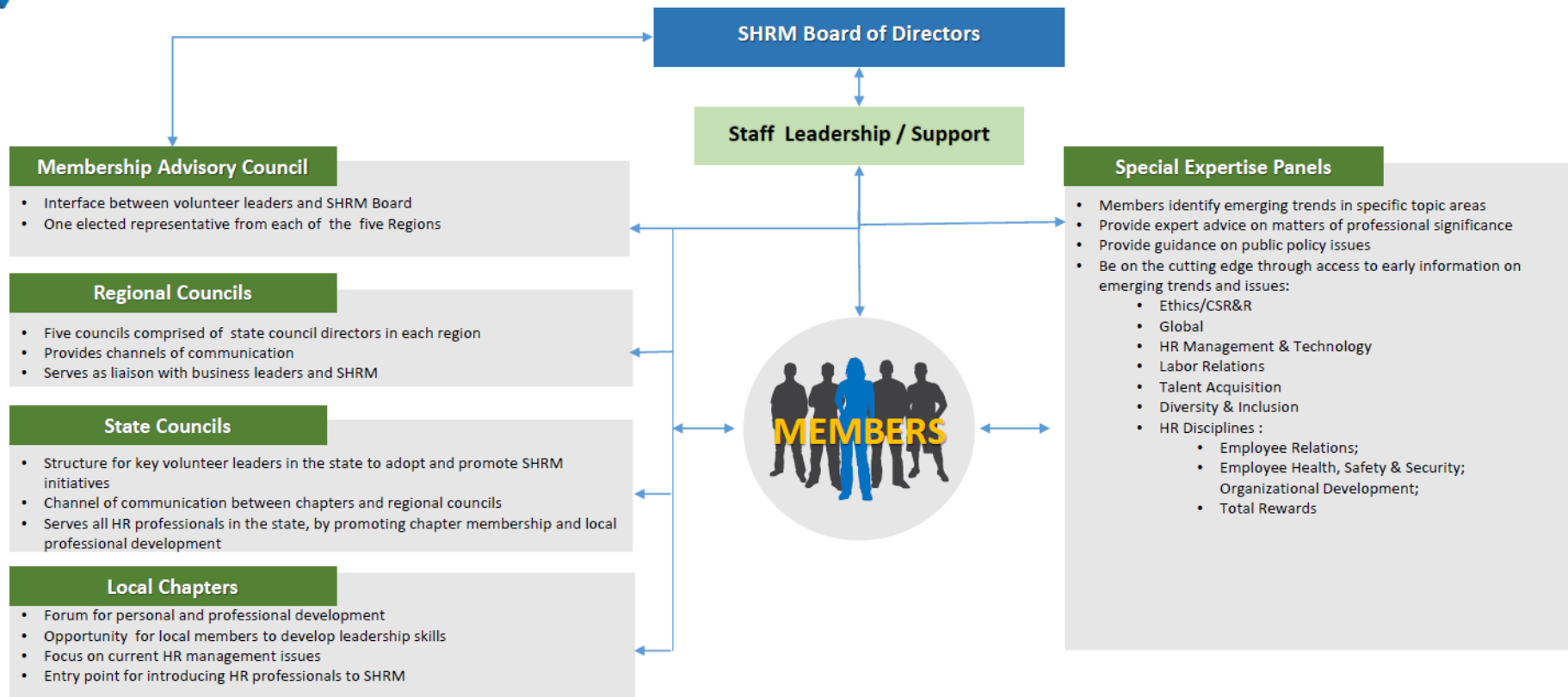
**165**  
**Countries**



# Volunteer Leader Structure

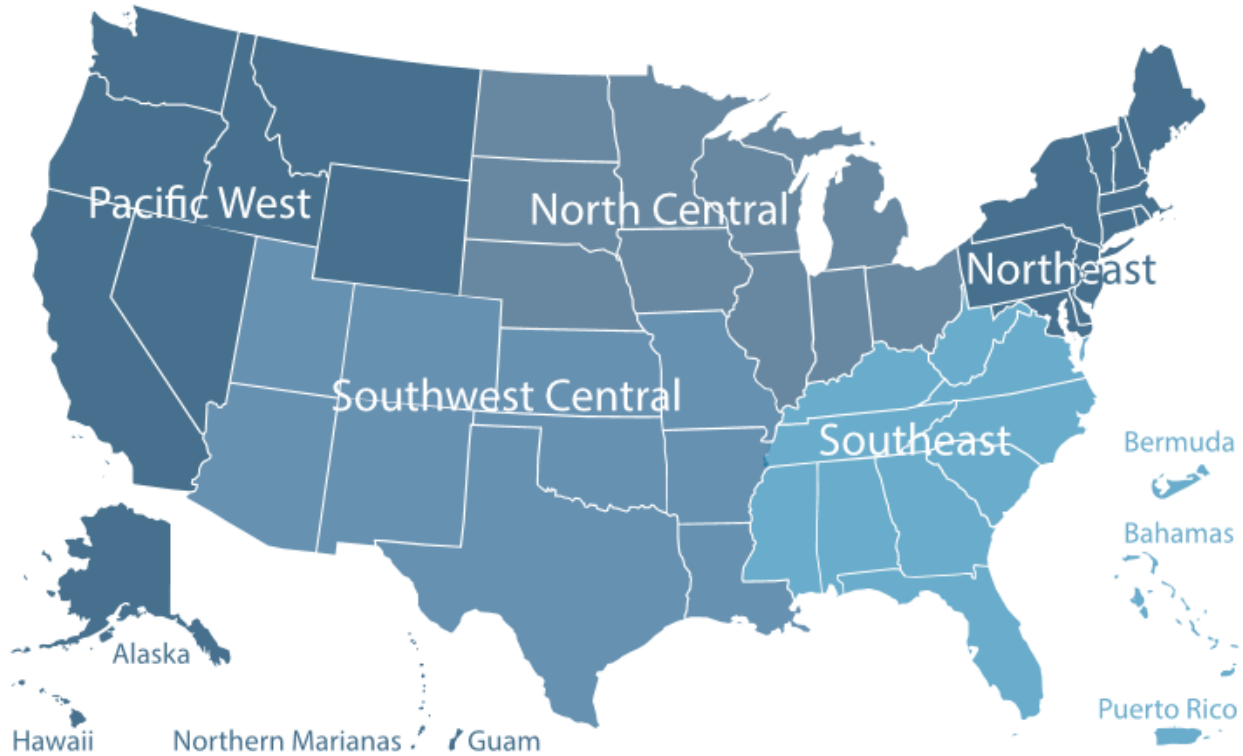


# SHRM Volunteer Leader Structure





# SHRM Regional Structure





# SHRM Volunteer Leader Resources



# Important Dates to Remember

**January 31<sup>st</sup>**

Chapter and State Council  
SHAPE Year-End Report Due

**March 15<sup>th</sup>**

Excel Award Application Due

**September 1<sup>st</sup>**

Pinnacle Award Application Due

**November 17<sup>th</sup>-20<sup>st</sup>, 2020**

SHRM Volunteer Leaders  
Business Meeting (VLBM)  
***Fully Virtual Event!***

**November 15<sup>th</sup>**

SHRM Recertification  
Provider Reaffirmation Due

**December 1<sup>st</sup>**

CLIF & SCLIF due  
*(if mid-year, submit 15 days  
before the term starts)*

**December 31<sup>st</sup>**

Deadline for receipt of SHRM  
Foundation donation







# Volunteer Leaders' Resource Center (VLRC)

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

SHRM<sup>®</sup>

MEMBERSHIP

CERTIFICATION

HR TODAY

RESOURCES

LEARNING

EVENTS



## MEMBERSHIP

[Join/Renew](#)

[Benefits of Membership](#)

[Membership FAQs](#)

## COMMUNITIES

[SHRM Connect](#)

[Chapters](#)

[Executive Network](#)

[HR Young Professionals](#)

[Legislative Advocacy Team \(A-Team\)](#)

[Student Member Center](#)

## VOLUNTEERS

[Membership Councils](#)

[Special Expertise Panels](#)

[Volunteer Leader Resource Center](#)

[Volunteer Opportunities](#)

## LOCAL CHAPTERS

Find chapters in your area



Feedback



# Volunteer Leader Resource Center

## VLRC

SHRM's Volunteer Leader Resource Center

[LEADERSHIP](#) - [MEMBERSHIP](#) - [BUSINESS OPERATIONS](#) - [SHRM CERTIFICATION](#) - [AWARDS/SCHOLARSHIPS](#) -

**[VOLUNTEER EXCHANGE](#)**

Term / Keyword / Phrase



### WHAT'S NEW AT SHRM

#### THE LATEST



Just Announced! Volunteer Leaders' Business Meeting (VLBM) 2020 will be Fully Virtual Nov. 17-20, 2020

Stay tuned for registration and program details!

**NEW!** Complete [State Council Leader Information Form \(SCLIF\)](#) and [Chapter Leader Information Form \(CLIF\)](#)

### 2020 SHRM Fall Membership Contest

State Councils/Chapters

Participation Deadline has Closed

2020 SHRM Fall Membership Contest: [Documentation Form](#) (Submit by December 11, 2020)



# Volunteer Leader Business Meeting (VLBM)





# Fall Membership Contest



## 2020 SHRM Fall Membership Contest

Now through November 30<sup>th</sup>!



# SHRM AND CHAPTERS ARE BETTER TOGETHER

## WHY BELONG TO SHRM AND A SHRM-AFFILIATED CHAPTER?

### SHRM MEMBERSHIP



Download 3,000+ articles, tools, templates and how-to guides



SHRM-certified HR knowledge advisors can help with your most pressing HR questions



Stay on top of critical HR issues through e-newsletters, webcasts and *HR Magazine*



Receive alerts on federal, state and local employment laws

### CHAPTER MEMBERSHIP



Create a network with HR professionals and companies in your community



Advance your career through local professional-development learning opportunities



Gain insights on HR best practices including recruitment, training, benefits and more



Earn PDCs for attending chapter-approved programs

**JOIN OR RENEW TODAY**  
**SHRM.ORG/JOIN-NOW**



# Campaign in a Box

Volunteer Exchange | Technical Help

Sign in



## VLRC

SHRM's Volunteer Leader Resource Center

LEADERSHIP ▾

MEMBERSHIP ▾

BUSINESS OPERATIONS ▾

SHRM CERTIFICATION ▾

AWARDS/SCHOLARSHIPS ▾

Chapters

State Councils

Campaign in a Box

VOLUNTEER EXCHANGE

/ Keyword / Phrase



# Campaign in a Box



# Campaign in a Box

Fall Contest: Tote & eBook	SHRM Membership	Together Forward @Work	
SHRM Navigating COVID-19	Inclusion 2020	SHRM21	Tune In Tuesdays
SHRM People Manager Qualification (PMQ)	Better Workplaces. Better World.		SHRM Affiliate Logos
Member Benefits	Student Campaign	Getting Talent Back to Work Pledge	Speakers Bureau
Improving Workplace Healthcare	Healthcare at Work	Workplace Convos & Coffee	
Building a Global Workforce	SHRM Certification	SHRM Recertification	
Return to the Workplace Research	Global Mobility and Immigration Symposium 2020 (GMIS)		DE&I



# How Can SHRM Help?

## CT SHRM VIRTUAL LEADERSHIP CONFERENCE

Friday, October 16th  
10AM - 2:30PM

Compliments of  
CT SHRM Council

### EMPLOYEE RELATIONS WHAT HR NEEDS TO KNOW BEFORE 2021

2020 has been a challenging year for many professions especially those in HR. The CT SHRM State Council presents an esteemed, dynamic and engaging panel covering everything you need to know to survive the rest of 2020 and gear up for the new year.



Elections & Politics in The Workplace



Workplace De-Escalation Strategies



Diversity, Equity & Inclusion



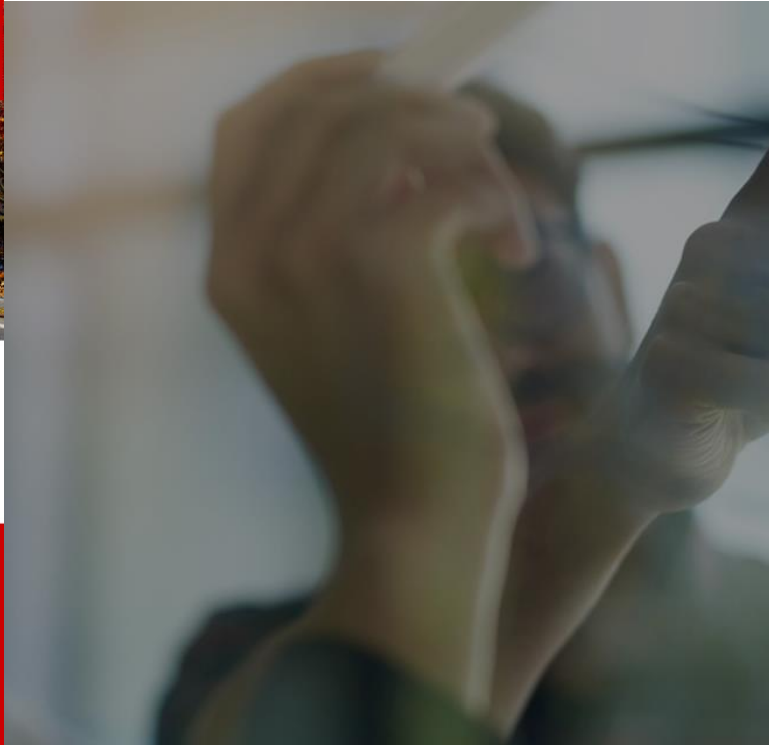
Legal Updates & Considerations



Employee Wellness



SHRM Update: Together Forward







# Together Forward @Work

## SHRM's call to action for the HR profession and businesses to drive racial and social injustice from America's workplaces.



Explore and apply our groundbreaking research in your workplace.



Access and share our open-source articles, webcasts, toolkits, samples, templates, and more.



Take a stand on social to pledge your support.




Let your voice be heard by responding to our member surveys.

Visit [shrm.org/togetherforwardatwork](https://shrm.org/togetherforwardatwork)



# Together Forward @Work

togetherforwardatwork.shrm.org



**SHRM**  
TOGETHER FORWARD  
@Work

Human Resources   Executives   People Managers   Emerging Professionals   Blue Ribbon Commission   [Take Action](#)


## IT'S IN OUR HANDS

It's time for equality for all, across every area of society. That's why SHRM has introduced **Together Forward @Work**, a call to action to bring racial equity to the workplace—the place we know best and have served the longest. And a place where we, our members, and our business community can bring our unique professional talents to stand together against all forms of social injustice.



# Take the Pledge: TogetherForwardAtWork.SHRM.org/Take-Action

← → ↻ 🔒 togetherforwardatwork.shrm.org/take-action/



**SHRM**  
TOGETHER FORWARD  
@Work

Human Resources   Executives   People Managers   Emerging Professionals   Blue Ribbon Commission   **Take Action**

**TAKE ACTION**  
**JOIN US**

**TAKE THE PLEDGE**



# Take the Pledge: TogetherForwardAtWork.SHRM.org/Take-Action

## SHOW YOUR SUPPORT

@NICOLE35641184  
 #Togetherforwardatwork  
<https://t.co/XjQWgRTmZ>

I pledge to be part of the solution.

I will engage one of our African American employees in conversation using the starter questions suggested.

I pledge to create racial equity through Talent Acquisition at my workplace along with my clients' workplace.

shrm.org/tfaw2020  
 #TogetherForwardAtWork



# SHRM's Blue Ribbon Commission on Racial Equity



## WE'VE ESTABLISHED A BLUE RIBBON COMMISSION ON RACIAL EQUITY

Human Resources has the ability—and the responsibility—to solve significant workplace equity issues. The reality is that without action and accountability diversity, equity and inclusion are mere words.

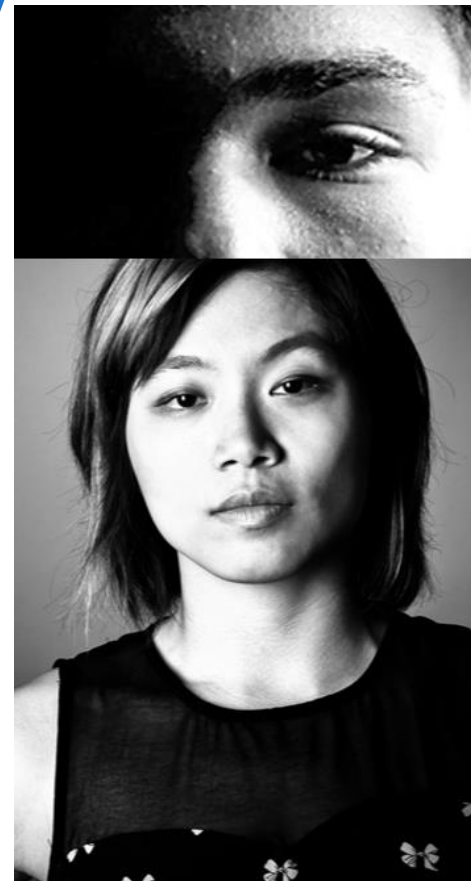




## SHRM's Blue Ribbon Commission on Racial Equity

- Assess effectiveness of current programs and models.
- Outline a roadmap to create inclusive, diverse, and safe workplaces.
- Produce/curate content and tools on equity in the workplace topics.
- Drive a longer-range agenda on organizational diversity/workplace bias.
- Identify programs that have been shown to successfully address pipeline, recruitment, and retention issues in diverse workplaces.

**Suggest a discussion topic  
at [brc@shrm.org](mailto:brc@shrm.org).**





Uncomfortable but Civil Conversations Are Important to Workplace Inclusion

INCLUSION



Employers Celebrate Hispanic Heritage Month 2020 in Variety of Ways

EMPLOYEE RELATIONS | INCLUSION

ADVERTISEMENT

Equity management.  
Financial wellness.  
Retirement solutions.

Morgan Stanley  
AT WORK

Your company  
at its best



California Law Aims to Add More Minorities to Corporate Boards

CALIFORNIA | DIVERSITY AND INCLUSION



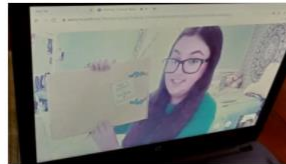
ABLE Accounts for People with Disabilities Are a Timely Benefit

DISABILITY BENEFITS | DIVERSITY AND INCLUSION  
| RETIREMENT AND FINANCIAL PLANNING



Viewpoint: Make This Checklist Your DE&I Launching Point

DIVERSITY AND INCLUSION INITIATIVES



Employers Get Creative Supporting Parents During COVID-19

COMMUNICABLE DISEASES | WORK-LIFE BENEFITS



Guide to Developing a Strategic Diversity, Equity and Inclusion Plan

DIVERSITY AND INCLUSION



Employing an Aging Workforce

AGE



# SHRM MEMBER-EXCLUSIVE RESOURCE

Guide to Developing a Strategic Diversity, Equity and Inclusion Plan

Download and customize this member-exclusive, step-by-step guide to develop, evaluate or enhance your organization's diversity, equity and inclusion plan today.



## SNEAK PEEK:

**BUILDING YOUR BUSINESS CASE**

**ACTIVATING YOUR PLAN WITH RESPECT TO TALENT AND TRAINING**

**SUSTAINING YOUR PLAN**

**PLUS MORE!**

Learn more here: [shrm.org/deiguide](https://shrm.org/deiguide)





Join the Conversation!



# INCLUSION 2020: VIRTUAL EXPERIENCE

OCTOBER 19-21, 2020

***BOLD ACTION. BOLD CHANGE.  
CREATING LASTING IMPACT IN THE WORKPLACE***

<https://conferences.shrm.org/inclusion>



# THANK YOU FOR ALL **YOU** DO!!



**Susan Post**, SHRM-SCP, CAE  
*Field Services Director*  
Susan.Post@SHRM.org  
703-535-6201





# Together Forward Video

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