



# Snake River Chapter of SHRM

Serving HR Professionals across the Magic Valley

Visit our website: [www.snakeriver.shrm.org](http://www.snakeriver.shrm.org)

## The Snake Byte

April 2018

### Save the Dates

#### April Meeting w/ Mark Stevens

CSI - Taylor Rm 277  
April 12 -- 12-1:30

[Add to your calendar](#)

#### McCain Foods Hiring Event

Burley Dept. of Labor  
April 14 -- 10-2

[Visit Website](#)

#### Boise Tech Show pres. by Fisher's Technologies

Boise Centre East  
May 10 -- TBD

[Go to their page](#)

#### Talent Acquisition Summit

CSI Herrett Center - Rick Allen Room  
May 24 -- 8-1

[Register Here](#)

#### McCain Foods Hiring Event

Burley Dept. of Labor  
June 16 -- 10-2

[Visit Website](#)

#### 2018 National SHRM Conference

Chicago, IL  
June 17-20

[Register Here](#)

#### Various SHRM Webinar Trainings

[See what's new here](#)

### Congratulations, scholarship winners!

#### Sandra Taylor, Mark Stevens, and Rebekah Yancey

We had great feedback for the certification scholarship! As a board we felt that rather than funding one scholarship we wanted to present THREE! Thank you to everyone who applied and we look forward to continue offering scholarships to our members.

**Sandra Taylor**, HR Assistant for KickBack Points, is our first recipient for the scholarship. Sandra has already started studying by participating in the certification study group organized by the chapter. Currently she is at KickBack Points; where she has worked for the past two years. Prior to KickBack she worked at Clear Springs Foods, Sage Truck Driving School and Farmers Insurance. She received her HR Generalist/Specialist Certification through Idaho State University. Congratulations, Sandra!

Our second recipient is **Mark Stevens**. Mark has recently authored a book and opened his own HR consulting firm. Prior to opening his firm, he was the Sr. Director of HR for St Luke's for nearly 7 years. Mark hopes that in obtaining his SHRM certification he will stay on the cutting edge to ensure he is providing the best service to his clients. Look for him at our April meeting as he will be our keynote speaker!

Last, but certainly not least, **Rebekah Yancey** is our final recipient. Many of you know Rebekah from her involvement with SHRM as a Past President and constant support in various community organizations. Rebekah has been with Commercial Creamery for the past four years. Prior to Commercial Creamery she worked with Conagra/Lamb Weston, Home Depot, and Ameristar/Cactus Petes Casino. Rebekah has obtained her SHRM-CP certification already and with this scholarship she will be working towards her SHRM-SCP.

### Affiliate News

- **Notifications of Website Changes.** *As mentioned before, we have been hard at work making our website more resourceful to our members. Rather than Carol sending emails of resumes, job opportunities, events, etc. we will be updating the information on the website only. An automated email will be sent informing you of the updates. This email will be sent once a week at most. You will also receive reminders of meetings from this automated email. Any updates should be emailed to McKenzie at [burleymgr@asitemp.com](mailto:burleymgr@asitemp.com) so we can get them uploaded to the website quickly.*
- **Don't forget to pay membership dues!** *Paid members have special access to our website features, get entered into a drawing for a \$100 gift card, and receive a free SHRM backpack. If you are not sure if you are a paid member contact Katrina at [KAOksten@csi.edu](mailto:KAOksten@csi.edu)*

## Preparing for Violent Incidents at Work

Each year, an average of nearly 2 million American workers report having been a victim of violence at work. Annual workplace homicides are at about 400, according to the U.S. Bureau of Labor Statistics. It is not uncommon for news stations to continue covering mass shootings for days, and often, weeks after they occurred. Anytime there are violent acts it can certainly raise the question of, "Are we doing enough to protect our employees?" Bob Kolasky, acting deputy under secretary for the National Protection and Programs Directorate at DHS says, "HR professionals need to recognize that this is the world we live in right now."

Now is as important as ever to ensure your organization has an emergency response plan in place for any potential violent threats. No one responds well to a situation they aren't prepared for. There are not any formal government standards for training workers, but providing instruction will help your employees understand their options. Most experts recommend teaching their employees to run, hide, or fight -- in that order. Jeff Owens, assistant director of HR at Tulsa Community College says, "We train people to do whatever they feel they can do at the time, so they feel empowered. We tell them to assess the situation. If they feel there is a path to escape, it's always better to run to safety." The Department of Homeland Security endorsed a similar approach a couple of years ago that follows along the lines of "I'm not dying today" and put up a fight when they feel they are exposed and left with no other option.

Tulsa Community College conducts an annual training that includes discussions of threat scenarios, instruction videos, and role playing. This training can help people prepare for their response by exposing them to what may take place in a crisis situation. Most people do not know how they will react in a situation so it is best to place them in a safe environment where role playing is involved so they are aware what their response may be.

There are many different red flags that may indicate a violent employee. Reasons for pause may be: history of domestic abuse, violent crimes, or history of aggression. Ensuring your organization is completing comprehensive background checks is especially important to ensure you are not potentially hiring someone who may be a threat to your employee's safety. Some threats may not become evident until the employee has already been hired. For example, an employee may have an abusive spouse, ex, or friend who may confront the employee at their place of work as they cannot escape and cause a situation where security would need to be increased.

You may consider reviewing your workplace violence policy and ensure it not only clearly states your organization is zero-tolerance, but that it defines acts of aggression and circumstances under which employees notify HR if they have a court order against a particular individual. Knowing this information will help your HR department and security to proactively protect staff members. In most organizations, it is HR's responsibility to ensure the safety of their workers in the instance of a threat.

## Chapter Board Members:

### **President**

Carol Anderson  
City of Burley  
[carol.anderson@pmt.org](mailto:carol.anderson@pmt.org)

### **Past President**

Rebekah Yancey  
Commercial Creamery Company  
[rebekah@cheesepowder.com](mailto:rebekah@cheesepowder.com)

### **President- Elect**

Rachel Richins  
Agri-Service  
[rachelrichins@agri-service.com](mailto:rachelrichins@agri-service.com)

### **Treasurer**

Katrina Oksten  
CSI  
[KAOksten@csi.edu](mailto:KAOksten@csi.edu)

### **Marketing/Foundation**

Sonya Haines  
United Way of South Central Idaho  
[sonya@unitedwayscid.org](mailto:sonya@unitedwayscid.org)

### **Secretary**

Shauna Kraus  
Willamette Dental  
[skraus@willamettedental.com](mailto:skraus@willamettedental.com)

### **Membership**

Jan Duff  
Easter Seals  
[jand@esqw.org](mailto:jand@esqw.org)

### **Diversity**

Nanette Fisher  
Easter Seals  
[nanettef@esqw.org](mailto:nanettef@esqw.org)

### **College Relations**

Judy Heatwole  
CSI  
[jheatwole@csi.edu](mailto:jheatwole@csi.edu)

### **Workforce Readiness**

Kelly Fisher  
Glanbia  
[kfisher@glanbiausa.com](mailto:kfisher@glanbiausa.com)

### **Hospitality/Arrangements**

Shannon Kitchen  
Napa Auto Parts  
[shannon\\_kitchen@napaautoparts.biz](mailto:shannon_kitchen@napaautoparts.biz)

### **Newsletter**

McKenzie Gonzales  
American Staffing  
[burlevmgr@asitemp.com](mailto:burlevmgr@asitemp.com)

### **Legislative**

D'Andre Mathews  
CSI  
[dmathews@ooa.csi.edu](mailto:dmathews@ooa.csi.edu)

### **Professional Chair/Certification**

Cammon Wutzke  
New York Life  
[cwutzke@ft.newyorklife.com](mailto:cwutzke@ft.newyorklife.com)



## Inclusion -- What IS it? What is it NOT?

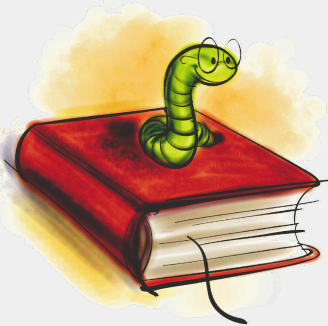
Inclusion has a common misconception in organizations -- everyone is involved in everything. Some may also say, “diversity for diversity’s sake”. Inclusion doesn’t have to be as complicated as some organizations make it. Diversitycentral.com broke inclusion down to 3 key elements: people should feel like they belong, their diversity is valued, respected, and seen, and the environment is supportive, enabling people to do their best work. Inclusion doesn’t mean inviting every staff member to meetings that do not directly impact their work. This may cause more confusion than anything. Having diversity in the workplace allows for various inputs that often can lead to breakthroughs; however, be mindful that you are creating a diverse culture for the ideas and productivity, not the impression of having diversity. Inclusion is a means to an end, a process, a how -- it is not an end to itself. Create conscious actions for inclusion to set the tone for how your employees interact. Some examples may be:

- Lean into discomfort- be willing to challenge yourself and others
- Listen as an ally- Listen and engage. Be a partner
- State your intent and intensity- Say what you mean and how much you mean it.
- Share street corners- Accept others thoughts as true for them. Hear differences as additives.

Read the full article [here](#).

## Books Worth Mentioning

- This Could Hurt- Jillian Medoff. [See Description](#)
- Millennials Matter- Danita Bye [See Description](#)
- The Square and the Triangle- Mark Stevens [See Description](#)



Thank you for reading this edition of The Snake Byte! If you'd like to submit an article or event to us, please email McKenzie Gonzales at [burleymgr@asitemp.com](mailto:burleymgr@asitemp.com)