



# South King County Human Resource Association



Issue: October 2009

**Tuesday, Oct 13, 2009 Lunch Speaker**

Register at [www.skcnhrma.org](http://www.skcnhrma.org)



## Diversity Do's and Don'ts throughout the Employment Life Cycle

Many companies talk about Diversity. Some even talk about inclusion. But is it just lip-service or can they live up to their promises of an inclusive workplace? This session will explore various points throughout the employment life-cycle where business can meet or miss the mark regarding workplace diversity. Whether it is an applicant's first impression or an exiting employee's final thoughts, there are numerous instances to ensure that a business's Diversity Plan is being supported in all their actions. During this interactive session participants will be challenged to think creatively about how their organizations can support Diversity/Inclusion in their workplace.

By the conclusion of the session, participants will be able to:

- Identify 3 activities to continue doing because they support your diversity efforts.
- Identify 3 activities to begin doing because they support your diversity efforts.
- Identify 3 activities to end because they sabotage your diversity efforts.

Jason Reep, SPHR – Jason is a Trainer/Organization Development Specialist at Washington Employers. He has over 15 years training, education and facilitation experience in which he has designed, updated and delivered multiple trainings to a broad range of individuals. He is known for his informal yet impactful training style.

Jason helps organizations to create and implement meaningful diversity initiatives (including diversity business case, diversity councils, cultural audit, diversity training/educational opportunities, diversity coaching, diversity policy review and diversity strategic planning) and, through his diversity consultation, challenges workplaces to capitalize on their diversity through well conceived Organization Development practices. In addition to his Training and OD work, he also writes Affirmative Action Plans for Washington Employers' member companies. Jason

### Inside this Issue:

|                      |   |
|----------------------|---|
| President's Letter   | 2 |
| Legislative Update   | 4 |
| Disability Employer  | 5 |
| Sip 'n Shop          | 6 |
| Meeting Registration | 8 |
| 2009 Board Members   | 9 |

### Upcoming Meetings:

November 19, 2009

**5 Easy Ways for Employees to Rip off Employers**

December 17, 2009

**Social Networking**

has a Master's Degree in Human Resource Development from Xavier University and a Bachelor's Degree in Psychology from the University of Cincinnati.

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## **President's Letter**

Throughout the year I have rambled on about the benefits of chapter membership from networking and having access to other HR professionals to just sharing a meal and program with others who understand the joys and frustrations of this profession we have all chosen. As Fall approaches, we have several important events within the chapter and they carry these same benefits for participants.

On Thursday evening, October 22<sup>nd</sup> we have our annual Sip 'n Shop where we get together to have some wine, food, chat and bid on various items during our silent auction. A dedicated group within the chapter board began working and planning for this event in January 2009 and each year it has gotten bigger and more fun. Personally, it is a great opportunity to roam around, meet people, find out more about our chapter members and ask my favorite question: Why did you choose human resources? The answers are varied, but usually revolve around one central theme. We are people-people (*or people-persons*) and we enjoy working with others. For me, I enjoy trying to balance the goals of the organization with the personal/professional goals of each employee. I also detest being bored and working in HR is never boring. No two days are ever the same as change comes from the government, the economy, floods and flu; each employee bringing their own unique needs and wishes to the workplace. Come join us at the Sip 'n Shop and be ready with your answer when I ask why HR.

As the end of the year approaches we have one final project (besides holiday shopping). Over the next month we will be assembling the candidates for a new chapter board for 2010. Rockie Ward will move from President-elect to the role of President for 2010 and 2011, all other positions will be selected in a chapter vote in November. If you are interested in volunteering or wish to know more about the requirements, please e-mail me at [bwprice@comcast.net](mailto:bwprice@comcast.net)

I look forward to seeing everyone at the October 13<sup>th</sup> chapter meeting (Tuesday) and the following week at the Sip 'n Shop fundraiser!

Bryan Price  
President



| 2009 Chapter Meetings   |           |                    | 2009 Board Meetings  |                   |
|---|-----------|--------------------|--|-------------------|
| CenterPoint Conference Center<br>All meetings are held on Thursdays |           |                    | Washington Employers, Inc., Kent<br>If not on the Board but interested in attending a meeting,<br>please contact Bryan Price at 206-276-9477 |                   |
| October 13*, 2009   | Lunch     | 11:15 am - 1:00 pm | October 9, 2009  | 7:15 am - 8:30 am |
| November 19, 2009   | Dinner    | 5:15 pm - 7:00 pm  | November 13, 2009  | 7:15 am - 8:30 am |
| December 17, 2009   | Breakfast | 7:15 am - 9:00 am  | December 11, 2009  | 7:15 am - 8:30 am |
| <b>*Altered schedule due to room availability</b>                   |           |                    |  |                   |

**Website Design by Roger Gervin**



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Website Design  
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Website Consulting  
PayPal Connection  
Access Programming  
Excel Programming



## NEW! Meeting Registration via PayPal

As announced in last month's newsletter, advance registration for our chapter meetings and other special events are now done via PayPal. This will enable our members and guests to choose whether to pay via a pre-established PayPal account or, to manually enter credit/debit card or electronic fund transfer (EFT) information online, if you don't have or wish to set up, a PayPal account.

Credit cards will no longer be accepted by our Chapter except for purchases at our annual Sip 'n' Shop. People who choose to attend a meeting without registering prior to arrival will need to pay by check or cash at the door.

Meal Deal cardholders must also pre-register online via PayPal to ensure we have adequate seating, order enough food, have sufficient presentation materials and have an accurate registration report.

We've already had several people sign up for our September meeting using PayPal and it seems to be working great for all involved. If you have suggestions or comments about our new PayPal registration process, please let us know at our monthly meetings. *We hope to see you at a meeting soon!*

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## Legislative Update

There are several legislative issues at the Federal level which still **need your involvement**. SHRM has template letters available on their web site under the "Advocacy" tab on topics including:

- My Views on Comprehensive Health Care Reform
- OPPOSE the Employee Free Choice Act!
- VOTE NO on the Healthy Families Act

The templates are easy to edit to express your own experience and opinion. Relaying a personal experience is strongly suggested!

If you haven't already done so, please write your representatives! The more people who write and express their opinion to members of Congress and the Senate the better! Thank you for your continued efforts to keep our representatives informed of our employers needs to remain viable businesses.

## What Can EMPLOYERS Do to Change the Disability Employment Landscape?

A new public outreach campaign is showing employers that it pays to foster an inclusive and flexible work culture that considers the needs of all employees –including employees with disabilities.

The Campaign for Disability Employment, a newly-formed collaborative of leading disability organizations, has launched What Can YOU Do?, a national effort designed to promote the hiring, retention and advancement of people with disabilities and dispel negative stereotypes about disability and employment.

Every day, people with disabilities can and do add value to America's workplaces. However, in both good economic times and bad, people with disabilities have far fewer job opportunities than the general population. Through the What Can YOU Do? effort, the Campaign for Disability Employment is encouraging employers, and others, to recognize the value and talent that people with disabilities bring to the workplace, as well as the dividend to be realized by fully including people with disabilities – because at work, it's what people can do that matters.

Employers have much to gain by having a workplace that is open to everyone. Such universal thinking not only helps recruit skilled employees, but also enhances corporate continuity efforts by helping employers retain the talents of an aging workforce. And when it comes to doing business, being inclusive of people with disabilities—in recruitment, retention and advancement—can offer companies a competitive edge. People with disabilities are known to be experienced problem solvers with a proven ability to adapt. What's more, they mirror an important and increasingly expanding customer base.

It's easy for employers, and others, to participate in the What Can YOU Do? Campaign and drive positive change. For example, the Campaign's Web site, [www.whatcanyoudocampaign.org](http://www.whatcanyoudocampaign.org) offers users the chance to learn, engage in disability employment efforts and share their employment experiences. The section designed for employers invites users to express their commitment to an inclusive workplace and to share disability employment, and other, best practices.

The site also features grassroots tools and tangible ideas for supporting the Campaign's goals, as well as a library of video public service announcements (PSAs) that challenge assumptions about people with disabilities and employment. Included in the video library is the Campaign's flagship "I Can" PSA, intended for nationwide television broadcast, and the winners of the What Can YOU Do? Video Contest, which invited aspiring filmmakers to produce their own videos in support of the Campaign's goals.

The Campaign for Disability Employment is a collaborative effort between the American Association of People with Disabilities (AAPD); the National Business and Disability Council (NBDC); Special Olympics (SO); and the U.S. Business Leadership Network (USBLN). The Campaign is supported by the Job Accommodation Network (JAN) and funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). For more information, visit [www.whatcanyoudocampaign.org](http://www.whatcanyoudocampaign.org).

The Washington State Business Leadership Network (WSBLN), is an organization of businesses, employers and community partners who support and educate other businesses to recruit, hire, retain, promote and increase customer service for people with disabilities. It provides opportunities for education, networking and sharing of best practices amongst their members. For more information on how they could assist you in accomplishing your "What Can You Do" goals, please contact Karen Walters at [karenwalters@wsbln.org](mailto:karenwalters@wsbln.org) or 206-427-7675. Please visit their website at [www.wsbln.org](http://www.wsbln.org) for more information about the Washington State Business Leadership Network.

# 5th Annual “Sip ‘n Shop” Silent Auction & Social



Join the South King County Human Resources Association on

**Thursday, October 22, 2009**

**5:30 – 8:00 p.m.**

*Silent Auction tables close between 6:30pm-7:30pm*

Kent Senior Center, 600 E. Smith St, Kent, WA 98032

**Join us for a fun social event and get some great deals on your holiday shopping while supporting three great causes!**

*Proceeds benefit the Kent Food Bank & Emergency Services,  
SHRM Foundation and our Chapter Scholarship Fund*

**Included in your registration fee are wine and catered hors d'oeuvres -  
*What a deal!***

\$15.00 advance registration by Thursday, October 15

\$20.00 late registration after October 15

*(Meal Deal holders receive a \$5.00 discount!)*

\$25.00 to register at the door (no Meal Deal discount)

Help us support the Kent Food Bank - please bring 2 non-perishable items

**We are also accepting tax-deductible donations and sponsorships for the Auction.**

Ask your favorite restaurant, business or salon if they would consider donating an item, gift certificate or basket. This is a great and inexpensive way to advertise their business while supporting the local community! Current sponsors include:



For more information or to register, visit our website [www.skenhrma.org](http://www.skenhrma.org) or e-mail [Sip.n.Shop2009@gmail.com](mailto:Sip.n.Shop2009@gmail.com)



## JOB BANK

Have You Checked The Job Bank Lately?

The South King County HRA Job Bank is a resource for companies to list local human resource job opportunities and for job seekers to find those opportunities. It is easy to access through the chapter website at [www.skcnhrma.org](http://www.skcnhrma.org). Simply click on "Job Bank" located on the right side of the blue menu bar at the top of the home page. Click on "Select Here" on the next page to go directly to the job bank site.

The SKCHRA job bank postings are free to organizations and it is a good place to post South King County human resource positions.

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### **New Chapter Members**

Please welcome the following new members who have designated South King County as their chapter.

- Stephanie Bursek, HR Analyst, Puget Sound Heath Partners
- Nancy Johnson, Director of HR, Wesley Homes
- Melysa Miles, HR Generalist
- Elaine Dunn, HR Manager, Cutter and Buck

**Welcome**

## Meeting Registration

Date: TUESDAY **October 13, 2009**

Time: 11:15 am. Registration & Networking

11:45 a.m. – 1:00 p.m. Program

Place: **CenterPoint Conference Center**

20809 – 72<sup>nd</sup> Ave S  
Kent, WA 98032

### Pre-Registration Cost:

\$20.00 SHRM Members & Sponsored Guests

\$24.00 Non-SHRM Members

\$10.00 SHRM Student Members

### Late or Door Registration Cost:

\$25.00 SHRM Members & Sponsored Guests

\$29.00 Non-SHRM Members

\$15.00 SHRM Student Members

Please register at:

<http://www.skcnhrma.org/meetingregistrationform.html>.

**Note:** Meal Deal Card holders must still register in advance in order to provide us with an accurate headcount.

If you choose to attend a chapter meeting without registering prior to arrival you will need to pay at the door either with cash or by a personal or company check made out to **SKCHRA**.

If you must cancel, call Gail Gervin at (206) 664-7246.

Refunds are available for registration cancellations made prior to the pre-registration deadline.

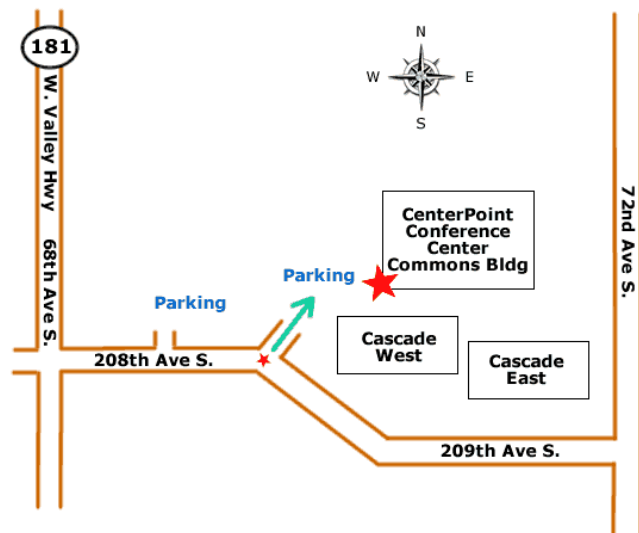
Cancellations occurring within 3 business days of the meeting are not eligible for registration refunds, as the chapter must pay for the headcount guaranteed to our vendors. We suggest you send another representative from your organization.

### Chapter Meeting

## Oct 13, 2009

Pre-registration Deadline:  
Thursday, Oct 8, 2009, 12:00 Noon  
CenterPoint Conference Center  
20809 72<sup>nd</sup> Ave S.  
Kent, WA 98032

**The best way** to find us is to travel via WA 181 (also referred to as West Valley Hwy and 68th Ave. S)... then turn east onto 208th Ave. S... then left into the parking area when 208th comes to a "Y" shaped intersection.





**SKCHRA**

## 2009 Board of Directors

|                       |                       |                   |                                  |
|-----------------------|-----------------------|-------------------|----------------------------------|
| President             | Bryan Price, SPHR     | 206-276-9477      | bwprice@comcast.net              |
| President Elect       | Rockie Ward, PHR      | 253-796-6111      | rockiew@omax.com                 |
| Secretary             | Rhonda Kelly, PHR     | 425-981-1292      | rhondak@rainier.com.             |
| Treasurer             | Pam Gibbons, SPHR     | 253-458-3483      | pamg@exoticmetals.com            |
| Foundation Chair      | Diane Finley          | 206-248-0010      | diane@winstaffing.com            |
| Programs Co-Chair     | Jacque Edelen, PHR    | 206-664-7238      | jbedelen@wa-emp.com              |
| Programs Co-Chair     | Heather Smith, SPHR   | 206-802-1516      | smith_hc@hotmail.com             |
| Membership Chair      | Leigh Booth, SPHR     | 425-235-2750 x223 | LBooth@aimseattle.com            |
| Membership Chair      | Greg Carpenter, SPHR  | 206-834-9758      | gwcarpenter@gmail.com            |
| Legislative           | Gail Gervin, PHR      | 206-664-7246      | gailgervin@wa-emp.com            |
| HRCI Accreditation    | Jim Cassidy, SPHR     | 206-714-5889      | jim.cassidy@7-11.com             |
| Arrangements          | Gail Gervin, PHR      | 206-664-7246      | gailervin@wa-emp.com             |
| Newsletter            | Rebecca Shorrock, PHR | 253-867-3230      | rshorrock@petrocard.com          |
| Diversity Coordinator | Erin Colwell, PHR     | 253-661-7805 x203 | erin.colwell@orionworks.org      |
| Workforce Readiness   | Annette Coder, PHR    | 253-835-7678 x106 | annettec@multi-servicecenter.com |

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