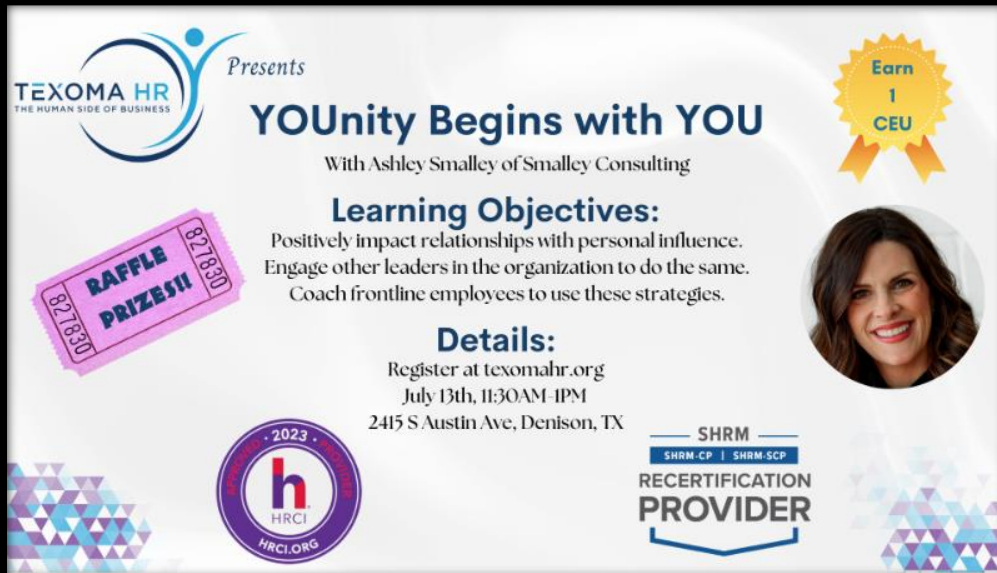


Speakers and Topics



TEXOMA HR
THE HUMAN SIDE OF BUSINESS

Presents

YOUunity Begins with YOU

With Ashley Smalley of Smalley Consulting

Earn 1 CEU


Learning Objectives:
Positively impact relationships with personal influence.
Engage other leaders in the organization to do the same.
Coach frontline employees to use these strategies.

Details:
Register at texomahr.org
July 13th, 11:30AM-1PM
2415 S Austin Ave, Denison, TX

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A Look at
the
Legal Side



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Is DEI Next?

The U.S. Supreme Court just struck down affirmative action on college campuses. Is DEI next to fall in the workplace?

I don't think so. At least not entirely. I think that HR will figure out ways to encourage diversity based on factors other than race, sex, age, etc.

It has always been the case that employers are prohibited from setting employee quotas based upon race, sex, age, disability or any other protected class. That will not change. But you don't have to set quotas. Instead, HR can design programs to address *very significant* imbalances among protected classes. Very significant imbalances are things like where one category of employees makes up 90% of the workforce, and has done so for a long time.

But to best avoid litigation risks, these programs should result in the best-qualified candidates attaining these preferred positions. And there are three other rules you should follow: (1) Make sure that the best qualified candidates are not flat out excluded from these positions because of their race, sex, age, etc.; (2) Make sure this program is temporary, not permanent. Set a date for it to end. After that, you can evaluate it and decide whether to continue it; and (3) Remember that your program can only be constructed to *attain* your goals, not to *maintain* them. So if you hire or promote an employee into a preferred position, but she underperforms at that level, you should take the normal progressive discipline action - starting with coaching and counseling and perhaps additional training - to help her. But if progressive discipline does not work, you should not keep her in that position. You should instead transfer her, demote her or let her go. Drastic results, I know, but strongly suggested to avoid litigation.

TEXOMA HR EMPLOYMENT LAW SYMPOSIUM

04, August 2023 | 9:00 - 4:00pm

Registration begins 8:00 am

Topics

**Diversity Equity and Inclusion*

** Insights from a Former Employment Attorney Turned HR Leader
FMLA

**Legal HR Best Practices*

**Legislative Update*

**Immigration*

**HR Mistakes that Can Lead to Lawsuits*

**ADA*

**Ethical HR Practices*

*HR Pros and Attorneys
licensed by the State Bar of
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City of Sherman Municipal Ballroom
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texomahr.org/events



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*Payment is required at registration and is non-refundable.
Registration will cancel if payment is not received within 15 minutes of registration.*

*The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®)
criteria for recertification credit pre-approval.*



Scholarships

UNDERGRADUATE AND GRADUATE SCHOLARSHIPS AND AWARDS:

CERTIFICATION AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
SHRM-CP or SHRM-SCP Certification Grants #1	August 8, 2023	October 11, 2023	Pros & Emerging Pros
Specialty Credentials	August 8, 2023	October 11, 2023	Pros & Emerging Pros
SHRM-CP or SHRM-SCP Certification Grants #2	April 9, 2024	June 12, 2024	Pros & Emerging Pros

CONFERENCE AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Annual Conference & Exposition Professional Development Grant	November 12, 2023	January 10, 2024	Pros & Emerging Pros
Employment Law Event Grant	August 8, 2023	October 11, 2023	Emerging Pros
Inclusion Conference & Exposition Professional Development Grants	April 9, 2024	June 12, 2024	Pros & Emerging Pros
Foundation Mission Implementation Award	November 12, 2023	January 10, 2024	Pros
Mentor of the Year Award	November 12, 2023	January 10, 2024	Emerging Pros



Scholarships

ACADEMIC / RESEARCH AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Cheslie C. Kryst Memorial Scholarship - Graduate	January 9, 2024	March 13, 2024	Pros & Emerging Pros
Student Chapter Advisor Impact Award	January 9, 2024	March 13, 2024	Emerging Pros
Michael R. Losey Excellence in HR Research Award	January 9, 2024	March 13, 2024	Pros
Susan R. Meisinger Fellowship for Graduate Study in HR	January 9, 2024	March 13, 2024	Pros & Emerging Pros
Undergrad HR Exploration Award	January 9, 2024	March 13, 2024	Emerging Pros
Student Membership Award	January 9, 2024	March 13, 2024	Emerging Pros
Undergraduate Scholarships	January 9, 2024	March 13, 2024	Emerging Pros
Graduate Scholarships	January 9, 2024	March 13, 2024	Emerging Pros



Date: 07/13/2023

We're interested in your feedback. Thank you in advance for taking a couple of minutes to complete this survey about this month's Professional Development Meeting, "YOUunity Begins with YOU".

Did the presentation meet your expectations based on the promotional description?

- Yes Undecided No

Was the presentation relevant to your work?

- Yes Undecided No

How well did the presenter stimulate interest in the topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay on topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay within the allotted time?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How would you rate the venue and the food?

- Excellent Good Fair Poor

How would your overall rating of the meeting?

- Excellent Good Fair Poor

Does the newsletter add any value to the monthly meetings?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

Please provide any additional comments and or suggestions below.

