



Newsletter

August Program Meeting and Supervisor Training

Wednesday, August 16

Program and Lunch |11:15am - 1pm|

Supervisor Training |1:30pm - 3:30pm|

Marriott Tulsa Southern Hills



Recent Developments in Labor and Employment Law Presented by Courtney Bru

Courtney Bru, Shareholder and member of the Labor and Employment Practice Group at McAfee & Taft, will provide an update on recent developments in state and federal labor and employment law. She will provide attendees with updates on recent litigation, regulatory and legislative developments affecting public and private employers of all sizes and the Human Resources profession.

Courtney's practice is focused on the representation of employers in state and federal labor and employment matters and other issues affecting the workplace. In addition to having extensive experience representing management in all phases of litigation before state and federal courts and regulatory and administrative agencies, a significant portion of her practice is devoted to counseling and training management and human resources professionals on the best practices for reducing risk, avoiding litigation, and maintaining a productive workforce. You will not want to miss this fast-paced, interactive presentation.

Immediately following the August Program Meeting, Courtney Bru will also provide our annual Manager and Supervisor Training, which allows HR professionals and employers to bring their leaders to receive two hours of live, interactive training on legal compliance, best practices, and leadership. Every

private or public organization will benefit from Courtney's fast-paced, interactive, humorous, and practical training on key components of human resources management and compliance. Courtney will present some hypothetical scenarios to really teach the new development topics she will be discussing at the Program Meeting, giving the attendees an opportunity to work through "what we used to do" versus "what we now have to do." Watch out – Courtney is known for throwing in some bonus tricky scenarios!

The fee for the Manager and Supervisor Training is \$80 per person and registration is in addition to the program meeting (\$25 Members, \$40 Guests). Register four (4) or more individuals from the same company and receive the discounted rate of \$70 per person for the Supervisor Training.

Sponsored by:



Register

August Learning Lab

Thursday, August 24 |2pm - 4pm|

This lab will be IN PERSON! Location will be announced soon!

How to Develop a Future of Work Strategy Presented by Jamie Kilpatrick

In this presentation, we'll delve into the future of work and its implications for HR professionals. We'll start by exploring key trends shaping the future of work, including the shift towards remote work, technological advancements, demographic shifts, the skills gap, and the increasing focus on employee well-being and mental health.

We'll then discuss the essential elements of a future work strategy, including workforce planning, talent management, employee engagement, technology integration, and evolving workplace culture. Participants will have the opportunity to assess their current strategies in these areas, identifying strengths and areas for improvement.

This presentation will provide HR professionals with a comprehensive

understanding of the changing landscape of work and the strategies needed to navigate it successfully. It will equip them with the knowledge and tools to develop a resilient and adaptable future work strategy that aligns with these trends and their organization's goals.

By attending this presentation, HR professionals will gain valuable insights into the future of work and learn practical strategies for leading their organizations through this period of change. They'll also have the opportunity to share experiences and challenges with their peers, fostering a collaborative learning environment.

[Sign up!](#)



2023 ROI SUMMIT

Creating a Sense of Belonging in the Workplace

October 5, 2023

Tulsa Technology Center, Client Service Center
3638 S Memorial Drive Tulsa, OK 74145

Conference Summary

Oklahoma's largest professional diversity and inclusion conference returns, convening business, nonprofit, and community leaders and professionals to educate and empower on the powerful return made when we invest in people. ROI reinforces the business case for diversity and inclusion across all lines of difference. The conference is hosted biennially in Tulsa, OK.

Return on Inclusion: Creating a Sense of Belonging in the Workplace presents an opportunity for organizations and individuals to learn from experts in creating a sense of belonging in the workplace. Whether you're an HR professional, a team leader, or an employee, you'll leave this event with valuable insights on how to build trust, foster psychological safety, and promote a sense of belonging in your workplace, gaining a deeper understanding of diversity, equity, and inclusion and inspire positive change in your organization.

Key takeaways from our three keynote addresses and breakout sessions are:

1. Understanding the importance of fostering a sense of belonging in the workplace.
2. Building trust and psychological safety as essential to belonging.
3. Developing actionable strategies to implement DEI initiatives.
4. The cost of exclusion and the value of mental wellness in the workplace.
5. Gaining insights on creating inclusive workplace cultures and unlocking employees' full potential.

Keynote speakers:

Rhodes Perry, MPA award-winning social entrepreneur, best-selling author, speaker, and DEI leader building belonging at work. Natasha Bowman, JD, SPHR is consultant, author, TEDx speaker and award-winning pioneer of workplace equality. Elisa Glick, PhD. is a DEI consultant, trainer, researcher, and award-winning educator.

Register for the Return on Inclusion through **August 17th**
for the early bird price of **\$149!**

Registration after August 17th - \$199

Nonprofit and Government Employees, Students, Veterans, Educators and
Seniors - \$149

Tickets for this event will be limited.

[LEARN MORE HERE](#)

Call for Volunteers for the TAHRA Board of Directors

The TAHRA nominating committee is preparing the slate for the 2024 Board of Directors and we need you! If you are interested in serving on the TAHRA board for 2024, please complete the form below.

[Board Interest Form](#)

If you need more information, please contact a member of the nominating committee below:

- Penny Horton - penny.horton@hrraw.com
- Jackie Ramage - J.Ramage@vetmedux.com
- Sarah Dial - sdial@limcoairepair.com

Community Connections

Veterans and their family members are big part of the workforce and attracting and retaining them is a smart talent strategy. Especially in Oklahoma because we are known as one of the most veteran friendly states. There are a lot of opportunities to learn and connect on what it means to be a veteran-ready business or culture.

The Oklahoma Veteran Alliance is 100% focused on veterans. There is a veteran employer network for peer learning and sharing best practices, tools, and resources for veterans and their family members. Link to more information - [CSC Tulsa Oklahoma Veteran Employer Network - CSC Tulsa](#)

They have an annual survey to recognize Veteran Employer Champions. Taking the survey is a great way to learn ways to create a veteran-ready culture.

TAKE THE SURVEY TODAY - [2023 Veteran Employer Champion Survey \(surveymonkey.com\)](#)

There are dozens of Veteran Service Organizations (VSOs) that provide connections and services for veterans and their family members. Check out EagleOps, OKSTEP, ODVA, Coffee Bunker, Soldiers Wish, Blue Star Mothers, and so many more.

SAVE THE DATE: VetFest is planned for September 23, 2023, 9:00am-4:00pm in Owasso. More information to come. This is a great opportunity to share with your veteran resource groups and/or veteran employees.

SHRM also offers a no cost training certificate for understanding veterans. It's a great online training and is continually being updated. Link to more

information -

[SHRM Foundation Veterans at Work Certificate Pro](#)

If you have questions about any of this information or would like to discuss your veteran engagement, recruitment, and retention strategies feel free to reach out to me via denise@denisereid.com or my cell (918) 633-0073.

Denise Reid, SHRM-SCP (she/her/hers)
TAHRA Board Member At Large - Community Relations

Sign up for our SHRM Certification Study Course

Ready to prove yourself? The SHRM-CP and SHRM-SCP certifications measure an HR person's ability to apply what they've learned in the office.

Our next SHRM-CP/SHRM-SCP Review Course is scheduled for Friday, October 27th through Sunday, October 29th. The course will be facilitated by Nancy Gunter.



[Click here for more information.](#)

Volunteer Opportunity

Goodwill TulsaWorks Career Academy is seeking volunteers to help with mock interviews. These interviews are great opportunities for students to showcase their talents and experience, and your help is needed to provide them crucial feedback as they move into their new careers.

You can choose the date and time you would like to volunteer by following the link below:

<https://www.signupgenius.com/go/5080f49a4a828a4ff2-mock#/>



 **SoonerCare & ACA Insurance**
Get help enrolling in health coverage through SoonerCare or through the Affordable Care Act

 **SNAP Benefits**
Get assistance enrolling in SNAP to help cover the cost of groceries

Schedule Your FREE Appointment Today
Our dedicated navigators are ready to assist you!

 **Call Now**
918-900-0918

 **Visit Online**
tulsaresponds.org

  **@tulsaresponds**

Scan the code with the camera of your phone!

 **Free Tax Filing**
Free in-person tax filing at several sites across Tulsa if you make less than \$60,000

 **Internet Discount**
Qualifying Tulsa households can receive up to a \$75 monthly discount on their internet bill

 **Workforce Navigation**
Our Wayfindr program helps Tulsans find various training and professional development opportunities

 **Am I Eligible?**
Not sure if you qualify? Contact one of our navigators and we'll assist you in finding out.



Tulsa Responds is a great resource to share with employees!

Don't delay, file today!

This summer tax season, [Tulsa Responds](https://tulsaresponds.org) is offering assistance to households with eligible dependents who missed filing their taxes in 2020, ensuring families can

secure their 2020 Child Tax Credit. This year is the final opportunity for taxpayers to claim their 2020 dependents and receive the Child Tax Credit. Eligible clients are encouraged to schedule an appointment with one of our IRS-certified tax preparers at getyourrefundtulsa.org before the end of September.

You can call us at **918.900.0918 Monday-Friday 9a-5p**. Would you like to learn more about our programs or would you like a customized flyer to share with your community?

Email: marcela@tulsaresponds.org



Welcome new members!

Christina Cook - Volunteers of America Oklahoma
Julia Roberts - Milo's Tea Company
Christie Gutierrez - Safe Homecare
Heidi Haen - GDH, Inc.
Taylor Littleton - Brookhaven Hospital
Kristan Carlton - Inspire Benefit Consultants, LLC
Tracy Nichols - Targa
Todd Phillips - Student
Cameron Baghestani - Counseling and Recovery Services of Oklahoma
Morgan Dirbas - Indiana Professional Management Group
Genny Mosman - Local Bank
Bryan O'Neil - Medefy
Lynda Guerrero - Allied Motion
Melanie McFee - Lincoln County
Alicia Wagnon - Lincoln County Clerk
Ronda White - GableGotwals
Marticia Childs - GEODIS
Rebecca Ramsey - Oklahoma State University-Center for the Future of Work
Kat Knapp - AJG
Ryburn McCullough - Wilson Construction and Concrete
Jessica Quinnelly - Marc Miller Buick GMC
Eric Smothers - The Armstrong Company

Mark your calendar!

August 16 - Program Meeting and Supervisor Training

August 24 - Learning Lab

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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