



February Newsletter

February 2016

President's Message

Dear HR Colleagues and Friends of HR,

February in Northern New Mexico is so full of promise! I love that we get a hint of spring, and yet we still see ice and snow on the ground.

The sunrises and sunsets are amazing in the crisp air, and as I enjoy our community and the vistas, I feel a sense of freshness which always clears the cobwebs out of my winter brain.

Your board has been actively engaged in beginning to create goals and objectives relating to our 20-20 Vision. We are updating our by-laws and have committed to rallying around a central vision. What do we want our association to look like by the year 2020?

On February 6th, we will hold a board retreat and plan to choose some goals for the year that center around our desire to be a more inclusive organization, with a more diverse representation from our community.

I am excited to have Emily Stern as our **February lunch meeting** speaker, who will take us through some key SHRM Diversity and Inclusiveness initiatives, and show us how we might use these initiatives as we hire new employees.

I'm looking forward to it! I hope you will join me in discovering how you

and I can become more effective in hiring and attracting employees from our very diverse community, and how we can create and nurture a dynamic and diverse work-force. See you there!

Best regards,

SUE

Sue Byrne
2016 NNMHRA Board President

February 9th Lunch Meeting

Diversity and Inclusiveness Workshop:
Tips for HR in Hiring an Inclusive Workforce
Presented by Emily Stern

This event is pending 1.5 SHRM PDCs and 1.5 HRCI Credit Hours

In HR, we want to hire based upon the requirements of a position and the needs of our organizations. Qualified candidates can be any color, shape, size, age, sex, gender, and from various national origins. Sexual orientation or identity don't matter. However, we all have unconscious biases that may preclude us from hiring the best candidate, and also, without thinking about it, we may have learned some "micro-aggressive" behaviors or statements that are hurtful to a potential employee, and give the organization an unwelcome reputation in our community. Emily Stern will host a lunch-meeting workshop to assist us in developing skills in recognizing our biases, and to remove these biases from our hiring practices. Following SHRM Diversity and Inclusiveness initiatives, and a program Ms. Stern developed for the Santa Fe Community College, Emily will walk us through strategies we, as HR staff, can implement, not only in our recruitment and on-boarding procedures, but every day as we interact with each other in a more positive and inclusive way.

Emily Stern is an author, educator, and social justice advocate and activist. She leads the Santa Fe Community College's Center for Diversity and Integrated Learning, which is a unique partnership between Human Resources and Academic Affairs, and its decisions are steered by an advisory council made up of faculty, staff, students, and external partners. The Center's mission is to promote inclusiveness, equity, and community through collaboration with internal and external partners, to design and host events related to diversity and integrated learning, as well as campus-

wide initiatives, projects, training's, and activities, in which students, faculty, staff, and partners participate. In addition to teaching a range of English, Reading, and Creative Writing courses, spanning college through graduate level, Emily creates training's and curriculum that address issues of diversity, equity, and inclusiveness for all students and employees across the disciplines and departments, including hiring panel diversity and equity advocacy and awareness, unconscious bias, cultural competency, LGBTQ+ ally ship and awareness, and Title IX awareness and investigation. As a veteran in the diversity, equity, and inclusiveness education and advocacy world, Emily has been participating in this ever-evolving field for 23 years. She hopes to continue participating in systemic change, paradigm shifts, and the creation and maintenance of conscientious, informed, and equitable environments.

Originally from the Southside of Chicago, Emily left the Midwest to pursue her undergraduate degree on the west coast at The Evergreen State College, where she studied teaching, writing, and nonprofit management. She went on to receive her MFA in Creative Nonfiction at Goddard College, where she completed a book length creative thesis, as well as a critical thesis about women and AIDS in literature. She has read her original writing, as well as taught and consulted all over the country, since 1993. In addition to her full time position at SFCC, she's also contributing faculty at Santa Fe University of Art and Design and the Institute for American Indian Arts. She's been in Santa Fe for eight years, and lives with her 8-year-old daughter and partner. To learn more about Emily, check out her website at www.emilystern.com.

To register and pay for this meeting, [see the event on our website](#) or [click here](#) to go directly to the Registration Form.

Save The Date!

Upcoming NNMHRA Events

All events will be updated as we confirm speakers and topics.

March 15th - SPECIAL DATE (to avoid conflict with SHRM NM Conference) - **Dinner** - 5:30 PM - 8:00 PM - ***Using Social Media Effectively in the Workplace***- Presented by Henry Lopez of the Santa Fe New Mexican.

April 12th - Dinner Meeting - 5:30 PM - 8:00 PM

May 10th - Lunch Meeting - 11:30 AM - 1:00 PM

June 14th - Dinner Meeting - 5:30 PM - 8:00 PM

July 12th - Lunch Meeting - 11:30 AM - 1:00 PM

August 9th - Dinner Meeting - 5:30 PM - 8:00 PM

September 13th - Full Day Legal Update Conference

October 11th - Dinner Meeting - 5:30 PM - 8:00 PM

November 8th - Lunch Meeting - 11:30 AM - 1:00 PM

December 13th - Dinner Meeting - 5:30 PM - 8:00 PM (Member Appreciation & Holiday Event)

To learn more, watch the [Events](#) page of our website for updates!

A Message From SHRM NM

"Picture the Future, BE the Future"

Can you picture the future? Join us for the 2016 SHRM New Mexico Conference as we explore ways to "Picture the Future, BE the Future"! Are you ready to lead your organization to new levels of success, while expanding your own career? Don't miss this incredible opportunity! Registration is now open and Early Bird prices are in effect, so register today!

The Conference will be held March 7-9, 2016, at the Embassy Suites Albuquerque Hotel and Spa. For the first time ever, we've added Pre-conference Sessions on March 7th. You may choose an option for Business Professionals and new HR Professionals, or a Masters Series for Experienced HR Professionals. The full Conference kicks off at 8:30 am on March 8th and wraps up at 5:00 pm on March 9th. From the first presenter to the closing keynote, you will be delighted by an impressive slate of presenters, many never before seen in New Mexico! And of course you'll have the opportunity to network with your peers. Plus there will be exhibitors and sponsors present so you can efficiently learn more about the latest products and trends.

Watch for additional details to be announced soon both [on the NNMHRA website](#) and [on the SHRM NM website](#), and register today!

"The best way to predict the future is to invent it." - Alan Kay

SHRM NM HR Professional of the Year Award

The Society of Human Resources New Mexico State Council is proud to announce its first SHRM NM HR Professional of the Year award. Nominations are now open!

SHRM NM HR Professional of the Year candidates will be evaluated on their demonstrated Integrity, Leadership, Innovation, Strategic Thinking, Character, Objectivity, Passion, Influence, and Knowledge in Human Resources. The goal is to spotlight a Human Resources professional in New Mexico who elevates the profession, who serves as a role model for their peers, and sets the standard for other HR professionals to follow. We would like to tell his/her story and to recognize his/her contributions and achievements. The only requirement is the recipient must be a current practitioner of Human Resources in NM for an organization(s) that has employees working in NM.

If you or someone you know has demonstrated excellence as a Human Resources professional worthy of such recognition, please nominate them for this honor.

Nominations will be accepted until January 29, 2016. Nomination forms can be found [here](#). The award winner will be announced during our 2016 SHRM NM State conference, March 7-9, 2016.

Human Resource professionals dedicated to elevating others and their organizations deserve to be celebrated! We can't wait to see all that is being accomplished in the NM HR community.

For more information, contact SHRM NM Director of Awards and Recognition, Linda Strauss, SHRM-SCP, SPHR at Linda@StraussHR.com.

Time to Renew!

It's that time of year. If you have not renewed your membership for 2016, you are no longer a member and you are not eligible for member rates for our events. Perhaps, you have not ever been a member or haven't been for a few years. Why not join today? Please take a few minutes and renew or join now so that you can enjoy benefits such as:

- Special Member Rate for NNMHRA dinner meetings and other events
- Access to our 2016 Networking Directory
- Legal Update Registration Discount
- Potential discounts for SHRM NM events

2015 Membership Rates Are Still In Effect!

\$45 for SHRM Members

\$60 without a SHRM membership

\$175 for a Corporate membership (Up to 5 Members!)

It's easy to register as a member with our online application, but if you prefer, you are welcome to use a paper application. Simply print the application and mail or email it to us. You may pay for your membership through our PayPal account or with a check, regardless of how you register.

[Click here](#) to complete your application online. You may pay via PayPal or simply mail a check to us and note that you completed your application online.

[Click here](#) for a 2016 Membership Application if you prefer to complete the form and email or mail it to us. Simply save the completed form and email it or print it and mail it to us. You may pay via PayPal or mail a check to us.

Applications and payment may be emailed to us at nnmhra@gmail.com or mailed to:

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Santa Fe, NM 87594

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2016 Board of Directors

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VP Diversity Emily Stern

Coordinator for Center of Diversity and Integration, SFCC - emily.stern@sfcc.edu

President's Club

2015 - Silas Peterson, SPHR, SHRM-SCP
2014 - Silas Peterson, SPHR
2013 - Linda Strauss, SPHR
2012 - Karen Mickool/Linda Abeyta
2011 - Karen Mickool
2010 - Amberleigh Rodriguez
2009 - Amanda Tinsley
2008 - Joyce Wainwright, PHR
2007 - Judy Ruggles, PHR
2006 - Jeannie Hardie, SPHR
2005 - Roseanne Swoboda, SPHR
2004 - Linda Bramlette
2003 - Jody DeCoursin
2002 - Barbra Craft, PHR
2001 - Mary Cassidy
2000 - Carol Trask, SPHR
1999 - Liz Kellogg, SPHR
1998 - Elaine Palin
1997 - Corliss McGinty
1996 - Mona Koehler
1995 - Diane Martinez
1994 - Tish Rzeszutko, SPHR
1993 - R. Gregory Green, SPHR, GPHR
1992 - Jerry J. Rael
1991 - Joanne Vigil-Quintana
1990 - Chena Tomlin
1989 - Molly Birely
1988 - Anthony L. Alarid
1987 - Richard L. Dickerson



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