



Central OR SHRM Special Meeting Minutes
Board & Programming Committee Mixer
Wednesday, July 13, 2022

Central OR SHRM Special Meeting Minutes and Attendees - 4:30 pm 7/13/22 – In-person		
President	Stephanie Trexler	Present
	<i>COPA</i>	
Past-President/Membership Co-Chair	Karen Turner	Absent
	<i>Express Employment Professionals</i>	
President Elect / Secretary	Cindy Bené	Present
	<i>Regency Pacific Management, LLC</i>	
Treasurer	Carly Brooks	Present
	<i>City of Bend</i>	
Legislative Chair	Kurt Barker	Absent
	<i>Best Best & Krieger</i>	
Program Co-Chair	Don Paumier	Present
	<i>Natasha Cagle</i>	
Program Co-Chair	<i>Express Employment Professionals</i>	Absent
	<i>Flyvoly</i>	
Website/Social Media Communications Chair	Michelle Hammond	Present
	<i>Humm Kombucha</i>	
Membership Co Chair	Reggie Wilson	Absent
DEI Chair	Heather McKendry	Present
	<i>Quality Bicycle Products</i>	
Member At-Large	Karen Burleigh	Absent
	<i>Tech 3D</i>	
Foundation Chair	Don Paumier	Present
	<i>Paumier Strategic Solutions</i>	
Programming Committee in Attendance:	Wayne Hanson, Faye Gardner & Pamela Sylvester	

Start Time: 4:30 pm End Time: 6:00 pm

1. Hang out and celebrate the awesome work of the Programming Committee
 - a. Don's transition to Foundation Chair
 - b. Natasha's new role as Programming Co-Chair
 - c. Share statistics
 - i. Top attended meeting (September 2021, 110 Labor Law + Employment Update)
 - ii. Put on 9 programs in 2021
 - iii. Great traction for the new landscape

2. DEI Update:
 - a. What have we done?
 - i. Board attended or viewed virtually – “What and Why of DEI” with Erika McAlpine
 - b. What is in progress?
 - i. Current work with Marielle + Natasha re: speaker intake form
 - c. What is still ahead?
 - i. Additional trainings for board on Unconscious Bias, etc.
3. Unchartered Territory
 - a. Heather’s not an expert and is open to suggestions
 - b. Personal responsibilities:
 - i. Lean into the discomfort
 - ii. Have the courage to be vulnerable and take risks
 - iii. Be curious and listen deeply
 - iv. Disagree respectfully
 - v. Practice empathy
 - vi. Meet people where they are
 - vii. Trust intent, acknowledge impact
 - viii. Give grace to others and ourselves
4. Connect on options for events/programs outside of our monthly meetings
 - a. Brainstorm our approach to DEI moving forward
 - b. What does our approach need to be?
5. Open discussion
 - a. The Programming Committee needs volunteers to step up and take on tasks for:
 - i. Process/systems (evaluating speakers, evaluating vendors, etc.)
 - ii. People (recruit a couple of more committee members)
 - iii. Budget (understand what the spend is for programming)
 - b. Utilize SHRM’s speakers from the speaker bureau
 - c. Ideas
 - i. Demographic survey of COR SHRM members regarding the communities they serve to determine where the greatest need is for DEI
 - ii. Implement a vendor scorecard (i.e. BIPOC, women, LGBTQIA+, disabled, etc.)
 - iii. SHRM Foundation – opportunities there or external opportunities – partnership with COEC?
 - iv. Utilize sub-groups in committees, PHRMA example provided.
 - d. Quarterly Mixers Topics
 - i. Pattie Going or Patrick from Out In the Wild
 - ii. Veterans – helping return to work resources
 - iii. Nontraditional hiring