



## Newsletter

### November Program Meeting

Wednesday, November 20 | 11:15am - 1:00pm |  
DoubleTree by Hilton Hotel - Warren Place



### Put your Best Voice Forward: Voicing Challenging Conversations

Presented by Rena Cook

People form judgements about us the moment we open our mouths to speak. Rena Cook will provide us with information about our own voices, how to look and sound authentic and present with confidence within any communication dynamic. She will arm us with knowledge and vocabulary for helping managers, sales personnel and employees to use voice more consciously and effectively.

Sponsored by:



MASTER OF  
**BUSINESS  
ADMINISTRATION**  
Spears School of Business

[Register here](#)

### December Learning Lab

Thursday, December 5 | 2:30pm - 4:30pm |

**Note different location - Dennis R Neill Equality Center**

### A Guide to Fostering a LGBTQ+ Inclusive Workplace

Presented by Toby Jenkins and Alex Wade

Serving LGBTQ+ Oklahomans and their allies since 1980, Oklahomans for Equality is home to a diverse, vibrant, and engaged community of lesbian, gay,

bisexual, and transgender persons, knowledgeable staff, and dedicated volunteers. This December, Toby Jenkins and Alex Wade of OkEq will present a lab on services and programs available to LGBTQ+ employees, employers and families in Tulsa.

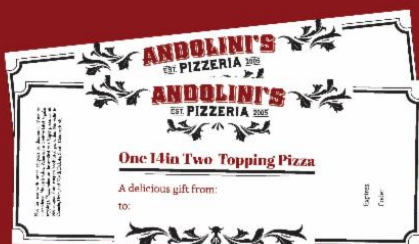
At this lab Toby and Alex will share workplace best practices to help prevent discrimination against LGBTQ+ individuals. They will offer numerous ways for employers to foster an inclusive and compliant workplace such as harassment-prevention training, developing resources for LGBTQ+ employees, asking senior leaders to support LGBTQ+ organizations and creating inclusive policies. In addition, they will provide employers with tools and resources to react appropriately and promptly when learning about potential harassment and discrimination sending the message that such conduct will not be tolerated.

[Sign up](#)

Thank your employees with the ultimate gift... **PIZZA.**

**ANDOLINI'S**  
EST. PIZZERIA 2005

**Holiday Pizza  
Gift Book  
is on sale NOW!**



Holiday Pizza Gift Book =  
A book of certificates,  
each good for a FREE 14"  
2-topping pizza.  
**A \$205 VALUE FOR \$99.50!**

## SPECIAL OFFERS FOR YOUR BUSINESS

Buy 10 gift books, get three 20" pizzas catered to your team for FREE\*!

Buy 15 gift books, get lunch for 15 (ON US) catered to your business.

Buy 20 gift books, get lunch for 20 (ON US) catered to your business.

Buy 30+ gift books, get a FREE private pizza class with owner, Mike Bausch.

\*Free rewards from special offers must be claimed by 6/30/2020.

EMAIL: [MEAGANDUVALL@ANDOPIZZA.COM](mailto:MEAGANDUVALL@ANDOPIZZA.COM)  
TO PLACE YOUR GIFT BOOK ORDER OR

[CLICK HERE TO ORDER](#)

This is a paid advertisement.

## TAHRA Compensation and Benefits Survey Get yours today!

The results of TAHRA's 1st Compensation and Benefits Survey have been compiled for 2019 and are now available for purchase. Human Resource professionals in over 110 Oklahoma businesses were invited to participate in this

year's survey, which included 318 jobs in 15 areas of compensation. The benefits section of the survey includes extensive data for bonus/commission plans, salary ranges, and more than 20 benefit and policy programs.

Pricing is as follows:

- \$250 – TAHRA member and participant
- \$500 – Participant
- \$750 – TAHRA member/non participant
- \$1000 – Non Member/non participant

To order your copy of the survey, please email [admin@tahra.org](mailto:admin@tahra.org).

Sponsored by:



The OKHR State Conference is back in Tulsa in 2020! Get registered by 12/31/19 to get big discounts.

April 21-23, 2020  
Hard Rock Hotel & Casino  
Tulsa, OK

[Conference information and registration here.](#)

Want to speak at this conference?  
Call for speakers is open until November 15th. [Details here.](#)



## Board Updates

- 2020 membership renewals are now open. All TAHRA memberships will expire on 12/31/2019. Want to renew? Log into your account at [tahra.org](http://tahra.org) and click the membership tab>renew.
- Consider prepaying for program meetings and/or learning labs for 2020 as we will be raising the price of program meetings for members to \$25 and for guests to \$40. Learning lab prices will remain the same at \$15 for members and \$25 for guests.
- The 2020 Board of Directors' slate has been completed and will be coming soon to your inbox. Please cast your vote for our board members for 2020.

## 2020 OKHR State Council Scholarship Application

OKHR State Council is proud to offer 2 - \$1,000



scholarships to students planning to pursue a career in human resources who are involved in relevant degree programs.

Please complete application by **December 1st**.

Application is available online [here](#).

---

## Welcome new members!

Kari Bowman

Anna Trumbly - Magellan Midstream Partners, L.P.

Deisy Valerio - CAP Tulsa

Katherine Johnson - Student

Deanne Waguespack - Red Crown Credit Union

Cynde Hernandez - Berry Global

Katie Dawson - CYB Human Resources

Mary Duckworth - Matrix Service Company

---

## Calendar

- **HRIS Meetup Group**

Tuesday, November 12 |11:45am - 1:00pm|

- **November Program Meeting**

Wednesday, November 20 |11:15am - 1:00pm|

- **December Learning Lab**

Thursday, December 5 |2:30pm - 4:30pm|

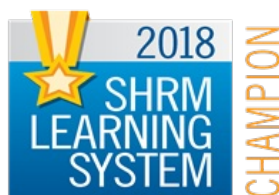
Click [here](#) to view our calendar!

---

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

---