



## Newsletter

### Letter from the President

The past several weeks has resulted in significant changes across the world and in our communities. COVID19 has impacted the way we conduct business, leverage the internet and social media, and has made some of us homeschool teachers. Many of us have endured job shifts and job loss and discovered just how resilient we are in the face of crisis. May is Mental Health Awareness month, and as human resource professionals, the need to acknowledge, address, and have empathy toward others and ourselves is essential. It is also vitally important that we understand the legal implications and ramifications despite the delicate nature of the issues involved. Every workplace and HR professionals should be prepared to address this topic as it becomes more and more prevalent in the workplace. (Read more [here](#).)



In the midst of caring for the well-being of others, please ensure you are taking the same care for yourself. Stay strong and resilient. The National Alliance on Mental Illness recommends daily strategies for self-care and awareness:

- Space - create a structured dedicated work environment
- Routine - ensure your routine includes structured breaks for lunch and mini-breaks
- Activity - regular exercise and mindfulness activities are key during this time
- Time and Energy Management - Be mindful of over or under-working
- Accessibility - Develop ways in which you are accessible to colleagues, friends, and family
- Feel free to share what is working for you and your colleagues on our social media pages. #inthistogether

With appreciation and love,  
Ashley



**May Program Meeting Webinar  
Wednesday, May 20 |12:00pm - 1:00pm|**

**Fostering Engagement  
Presented by Mike Shaw and Josh Ploch**

- Zoom webinar info will be sent to registered attendees prior to the event.
- Members - \$10, Guests - \$15
- If you have prepaid for program meetings or learning labs for 2020 you can attend our webinars for free.
- Our program meeting and learning lab webinars are approved for SHRM professional development credits and HRCI recertification credits.

Our children are raised in our home, understanding our expectations, our core values and learning how to interact with various individuals in our household. When we have a new foster family member, we can't have the same expectations. They have experienced life differently, had different beliefs, valued different behaviors and learned to interact with individuals differently than we have.

Similarly, at work, our tenured employees have learned the value systems of the organization, but they didn't know these things on their first day, week, month or even year. These are learned. In this interactive presentation, we take our experiences as foster parents and HR professionals to create a relatable road map to an environment that fosters engagement for new and current employees. We'll utilize the techniques used to welcome a new foster family member into our household, so they can move from a temporary placement to lifelong family member regardless of how long they are with us.

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[Click here to register](#)

**May Learning Lab Webinar**  
**Thursday, May 28 | 1:00pm - 3:00pm |**

**Life Preservers and Safety Nets:  
Returning to Work and Staying Afloat in COVID-19's Wake**  
**Presented by Melissa Lockhart, Kristi Spaethe, Tom Vincent and Kirk  
Turner**

Please join us in May for an informative webinar panel presentation. We will have subject matter experts present on relevant and timely COVID-19 updates and steps that your company should be taking to reduce exposure and ensure a safe, secure and productive workplace. The panelist will share information on best practices including tips on maintaining an essential workplace, mental health, employee morale, EAPs access, data protection and cyber security, and evolving laws. This comprehensive lab will arm you with knowledge to help your company effectively deal with this crisis and navigate a clear path through muddy waters.

[Sign up](#)

### **Return on Inclusion Update**

*by Shalynne Jackson, VP of Diversity, ROI Summit Chair*

I hope that this letter finds you and your loved ones well. Like many of you, I have been intentional about practicing gratitude during these uncertain times. Please know that I am grateful for each of your continued support of the biennial Return on Inclusion (ROI) Summit. I am also extremely grateful for the dedicated volunteers who have worked tirelessly over the past year to coordinate this year's Summit. Though our circumstances are unfortunate, this team has exemplified agility and innovation; embracing this as an opportunity to try new things.



We were originally scheduled to host the ROI Summit on June 18, 2020. While we will still be offering a virtual opportunity on this date, our in-person Summit will now be held February 24, 2021. Please mark your calendars! These are events that you will not want to miss.

Why, you ask? Here's a teaser...

Award-winning entrepreneur, dynamic speaker and diversity and inclusion expert, Jennifer Brown, will be our featured speaker at both events! She and her team have been phenomenal to work with and we are thankful for their partnership. For more about Jennifer, please visit her website at <https://jenniferbrownconsulting.com/>

We are working with Jennifer's team to finalize the details and hope to share them over the next few weeks. Meanwhile, if you have questions or if you or your company are interested in becoming involved with the ROI Summit, please don't hesitate to reach me at [roitulsa@tahra.org](mailto:roitulsa@tahra.org).

Again, thank you. I am sending each of you my very best during these difficult days.

Shalynne Jackson

### **Mark your calendar!**

The OKHR Conference & Expo has been postponed to August 10 - 13 at the Hard Rock Hotel and Casino in Tulsa.



For more details click [here](#).

In conjunction with the State Conference OKHR State Council will be presenting:

- **The Crowe and Dunlevy Award of Excellence**
- **OKHR Emerging Leader**
- **Michelle and Kyle Killingsworth Volunteer Leader of the Year**

To learn more about these awards and make a nomination, please visit the [OKHR State Council](#) website. We know that you are all doing amazing work, so nominate someone today! Deadline is **June 30**.

### **ADA Website Accessibility: 2019 trends and predictions for 2020**

By Elizabeth Bowersox, McAfee & Taft

A recent wave of lawsuits and demand letters alleging violations of the Americans with Disability Act (ADA) has begun hitting businesses across the

United States. Their target: company websites. Last year, plaintiffs filed over two thousand new website accessibility lawsuits federal court. Late last year, the Supreme Court declined to weigh in on whether the ADA applies to the websites of places of public accommodation. The decision not to hear case (Robles v. Dominos Pizza, LLC) was seen as a major victory by disability advocate groups and has encouraged the flood of new lawsuits.

Without any Supreme Court guidance to the contrary, many trial courts across the country will continue to hold that Title III of the ADA requires places of public accommodation with websites (including retail businesses) to ensure that their websites are accessible to all, including visually impaired individuals using screen-reading software. In 2020, education, hospitality, banking, and retail are likely to continue to be hotly-targeted sectors, but website accessibility lawsuits reach every corner of the web, including recent headline-grabbing website accessibility lawsuits filed against Beyoncé's company; Pornhub.com; and Playboy.com.

Places of public accommodation that have a customer or public-facing website should ensure their website is free of barriers to accessibility and compliant with commonly-accepted standards of accessibility such as WCAG 2.0 or 2.1, and should seek legal counsel for assistance with accessibility policies, if they receive a demand letter, or are sued.

## **Certification Updates**

by Penny Horton, Certification Chair



HR Professionals – Did you know that you can get your certification online during the COVID-19 pandemic? Both HRCI and SHRM have created online proctoring of their exam delivery system to help provide you with an option to pursue your certification during safer-at-home orders.

SHRM has extended the application deadline for the 2020 Spring Testing Window to May 15, 2020. Spring testing will occur from June 1 – August 15<sup>th</sup>. Visit the [SHRM Certification](#) webpage to find out more information and apply today!

HRCI began online testing May 1, 2020 and has established a [COVID-19](#) landing page to provide you with more information regarding online exam delivery.

Don't let the pandemic slow your career progression and growth down. Take advantage of these online options.

NOT QUITE READY?????

Remember, TAHRA members interested in pursuing certification can get access to discounted SHRM materials, expert in person instruction and an opportunity to network with other professionals working towards the same goal. If you are interested in being added to our email distribution list so you can receive information about TAHRA's prep course, please email us at [admin@tahra.org](mailto:admin@tahra.org) with 2020 SHRM Prep Course in the subject line.



### **Update from SHRM**

May 4, 2020

We've been keeping a steady pulse on the pandemic to determine if we can safely hold the SHRM 2020 Annual Conference & Exposition in San Diego this June.

Based on the continued evolving landscape and pending announcements from California government officials on the timeline for reopening the state, we will be making a decision in the coming days regarding the conference. We will share the final decision on this well-loved event for our HR community by Monday, May 11.

We remain in close communication with federal, state and local public health officials for guidance on holding our annual conference and are also monitoring the current use of the San Diego Convention Center.

Thank you for your patience as we weigh all options in this dynamic landscape and make a decision that is in the best interest of all our attendees, exhibitors, staff and the city of San Diego.

If at this time you would like to transfer your registration to a future SHRM conference, please [contact SHRM](#).

### **Welcome new members!**

Darla Hess-Mabe - Reading Truck Body  
Ashton Williamson - Vesta Real Property  
Crystal Lane - Preferred Family Healthcare





[SHRM Website](#)

[HRCI Website](#)

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

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