



Arkansas SHRM State Diversity Newsletter October '09 Edition

This newsletter is to serve as a communication tool and a conduit between the SHRM affiliated chapters in the state of Arkansas. Please be aware of the following information and announcements.

SHRM SEASONAL OBSERVANCES



National Disability Employment Awareness Month

October is National Disability Employment Awareness Month (NDEAM). The Office of Disability Employment Policy (ODEP) has the lead in planning NDEAM activities and materials to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs carried out throughout the month also highlight the specific employment barriers that still need to be addressed and removed.

Drug-Free Work Week - October 19-25

National Drug-Free Work Week 2009 will be held October 19-25, and employers and workers across the nation are encouraged to participate. The purpose of Drug-Free Work Week is to highlight the fact that being drug free is key to protecting workplace safety and health and to encourage workers with alcohol and drug problems to seek help. The true spirit of Drug-Free Work Week lies in activities conducted by individual employers and their employees.

Halloween at the Office - October 31st

While costume contests or pumpkin carving seem innocuous, HR managers need to ensure that the celebrations respect the diverse opinions of employees about the holiday and that no one feels pressured to participate. Other employees may object to Halloween parties simply because they see such events as frivolous and inappropriate for the workplace. One way to avoid complaints about frivolity is to tie the fun to something important in the company's culture, such as team-building.

To receive resources on these topics, please visit the SHRM [Seasonal Express Request page](#)

DIVERSITY OBSERVATIONS

NATIONAL BREAST CANCER AWARENESS MONTH - Celebrating 25 Years of Awareness, Education, and Empowerment .

In 2009, NBCAM celebrates its 25th anniversary. Since its inception a quarter century ago, NBCAM has been at the forefront of promoting awareness of breast cancer issues and has evolved along with the national dialogue on breast cancer. Today, NBCAM recognizes that although many great strides have been made in breast cancer awareness and treatment, there remains much to be accomplished. For more information, visit: <http://www.nbcam.org>

NATIONAL ITALIAN AMERICAN HERITAGE MONTH. Every year the president of the United States signs an executive order designating the month of October as National Italian American Heritage Month, in recognition of the many achievements and contributions made to American culture by persons of Italian heritage

CONTINUE TO CELEBRATE HISPANIC HERITAGE MONTH: Sept 15 - Oct 15. The proclamation for the United States to celebrate the contribution of Hispanics to our communities and country started with the observance of Hispanic Heritage Week in September of 1968. It wasn't until 1988 that Congress authorized the designation of National Hispanic Heritage Month.





SIGNIFICANT DATES IN OCTOBER

- **October 11th - National Coming Out Day.** On October 11, 1987, half a million people marched on Washington for gay and lesbian equality.
- **October 12th**
 - **Columbus Day** recognizes the encounter of the New World in 1492 by Christopher Columbus.
 - **National Indigenous People's Day.** Celebrate and honor 500 years of resistance and the survival of North American Indigenous people
- **October 27th - Reformation Day** marks the anniversary of their tradition and its emphasis on the place of the Bible and religious freedom

For more significant dates and observances: visit: <http://www.veanea.org/multicultural-calendar/index.html> or <http://oregonstate.edu/diversity/2009divcal/index.htm>

UTILIZE YOUR RESOURCES!

Promote the cultural heritage observations in your chapter meetings. Go to these websites for more information about the observances for October:

- Visit the SHRM Diversity website for the latest and greatest information in the field of diversity and inclusion: <http://www.shrm.org/hrdisciplines/Diversity/Pages/default.aspx>
- Sign up for the SHRM Diversity E-Newsletter!! <HTTP://MESSAGING.SHRM.ORG/MOSAICS/JOIN.TCL>
- Get the Diversity Inc. Newsletter: <HTTP://WWW.DIVERSITYINC.COM/PUBLIC/DEPARTMENT26.CFM>

ARKANSAS SHRM CONFERENCES REMINDERS

- **Attention Chapter Leaders!**
 - **ARSHRM Leadership Conference:** December 3 - 4, 2009 - **Winthrop Rockefeller Center, Petit Jean**
 - For more information, contact your chapter president or e-mail Kelly DeStefano at : kelly.destefano@youthhome.org

NATIONAL SHRM CONFERENCES

Be aware of the National SHRM Conferences! If your schedule and budget permits, attend the following conferences:

- **Diversity Conference & Exposition: October 19-21, 2009 - San Diego, CA**
- National Leadership Conference: November 19-21, 2009 - Washington, DC

MESSAGES FROM THE DIVERSITY DIRECTOR

I want to hear about your diversity and inclusion efforts in your chapters! Please send the information to me to be highlighted in the newsletter! Also, I want to know if you are meeting the ARSHRM state goals for 2009. Please refer to the Chapter Achievement Plan or State Council Achievement plan (located in the VLRC under *Diversity*):

<http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx>.

Document your diversity efforts and send them to me by October 30th!

If you have any questions or need any assistance, feel free to contact me.

Thanks,
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