



# North Country

## Human Resources Association

Society for Human Resource Management (SHRM) Affiliated Professional Chapter #0559  
PO Box 8302, Watertown, NY 13601  
Website: <http://northcountryhra.org>



Mark Your Calendars

# EVENTS



## January 2021

### SAVE THE DATES

January 20<sup>th</sup> – Workplace Words

February 16<sup>th</sup> -Legal Updates

March 16<sup>th</sup> -Getting People Back to Work in the North Country-Hiring People With a Criminal Record

April 20<sup>th</sup> -How to Attract, Engage, & Retain 5 Generation Workforce

May 11<sup>th</sup> -Annual HR Conference

June 15<sup>th</sup> -Member's Dinner Meeting

July/August-Have a safe and fun summer

September 21<sup>st</sup> -Unconscious Bias

October 19<sup>th</sup> -Legislative Discussion

November 16<sup>th</sup> -Financial Wellness

**Remember to send in your Membership!**

# North Country Human Resources Association

## Board of Directors 2021



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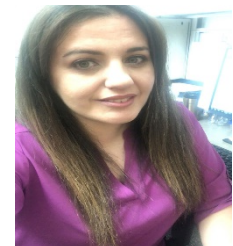
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## January 20, 2021 Member's Meeting

Date:	January 20, 2021
Location:	Please use the link below to register for this meeting: <a href="#">Register for January 20 Meeting</a>
Time:	9:30 am to 10:30am
Cost:	FREE
Speaker:	Debra Weiss Ford, Jackson Lewis P.C.
Topic:	<b><u>Workplace Words</u></b>

It doesn't take much for a word or words to be misinterpreted, triggering a problem where none existed. In the context of remote work in these unsettling times, those problems are becoming more frequent and troublesome. This is true of the spoken word where visual and verbal cues are present, as well as in emails and other communications, where those clues may be less obvious.

In this engaging interactive session, we'll:

- Discuss a range of subtle words and behaviors that may indicate unconscious biases, and consider how they trigger problems for hiring, retention, performance management, and legal compliance.
- Consider how word usage suggests different concerns across the generations, across the male/female dynamic in leadership, and across other cultural and political divides.
- Gain a better understanding of how our personal assumptions about people, cultures, and differences don't necessarily lead to the smartest HR and business decisions. Then learn what you can do to mitigate those assumptions.

RSVP: Registration will be closed on January 16<sup>th</sup> at noon.

**SHRM & HRCI Credits available for this presentation-pending approval**

# BECOME A MEMBER IN 2021

[OPEN ATTACHED LINK TO COMPLETE THE NCHRA APPLICATION:](#)

## [2021 Membership Application](#)

### [Become a NCHRA Member](#)

#### **PURPOSE, MISSION, & VISION**

NCHRA's mission is to serve the professional and advance the profession. NCHRA provides opportunities of education, comparisons, cooperative research, and exchange of information among members. The chapter strives to raise the standards of performance in all aspects of human resources management and personnel administrators. By providing a forum for the personal and professional development of its members, the organization provides an opportunity for members to develop leadership, managerial, public speaking, and group decision making skills. NCHRA's mission includes providing an arena for the development of trust relationships where common problems can be discussed and deliberated while focusing on current human resources management issues important to the members. Additionally, it provides a focus for legislative attention to state and national human resources management issues. NCHRA provides valuable information for gathering and dissemination channels.

### [Become A SHRM Member](#)

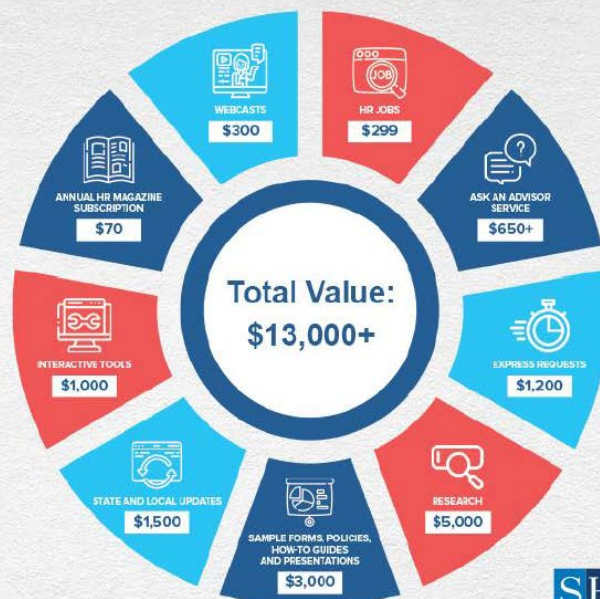
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**SHRM**  
BETTER WORKPLACES  
BETTER WORLD™

# *Announcements:*

- Welcome new member: Danielle Godin from Upstone Materials
- Congratulations: Danielle Holland for passing her SHRM CP test

*HAPPY NEW YEAR!*  
*The NCHRA Board*

