

YCHRA
YAMHILL COUNTY
HUMAN RESOURCE ASSOCIATION

YAMHILL COUNTY HUMAN RESOURCE ASSOCIATION
CERTIFICATE OF COMPLETION AND ATTENDANCE

*Gender-Me-This: Accepting Every Human's
Nature at Work*

PRESENTED BY

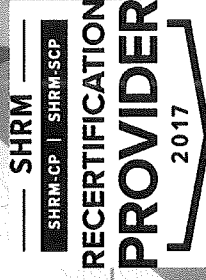
Jennifer Bouman-Steagall - Red Kite Employment Law

November 9, 2017
Linfield College

Attendee

YCHRA Representative

YCHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM
Activity ID:17-979FM 1.25 PDCs



Yamhill County Human Resource Association
November Meeting Announcement

Date & Time: **November 9, 2017, 7:45am – 9:30am**
 7:45 am – 8:00 am Registration & Networking
 8:00 am – 9:30 Program

Location: Linfield College, **Riley Campus Center, Room 201** (see attached map)

Price: **FREE**

RSVP: rebecca@westhillshealthcare.com
 Please RSVP (if possible) by November 3rd, 2017

Gender-Me-This: Accepting Every Human's Nature at Work

Consider what we all have in common: (1) we have people in our life whom we love deeply and who love us back; (2) we want to be appreciated, valued and respected for who we are; (3) we work hard to support ourselves and our families; (4) we feel pain when someone says or does hurtful things; and (5) we dream about the future and what it might hold for us. Each of us also has the propensity or ability to give warmth and kindness to others; whether we choose to tap into that propensity is another story, especially when traditional notions of gender boundaries are being pushed and tested. LGBTQ+, sexual identity, sexual orientation, cis-gender, transgender, third gender, gender X, gender neutral, etc. – this is our new vocabulary, and with it comes expectations and responsibilities for tolerance in the workplace. Join us for this informative program as we explore current workplace rights and protections, the implications of third gender status, possible family leave and disability accommodations for transitioning employees, workplace policy interpretation, bathroom selections, and best practices for moving the organization forward in accepting all employees as they are and who they want to be.

Speaker: Jennifer Bouman-Steagall

Red Kite Employment Law founder Jennifer Bouman-Steagall is a dynamic Storyteller, trusted HR Business Partner and experienced Employer Defender with over 19 years' experience representing and working closely with Pacific Northwest employers. Through her informative and memorable programs, Jennifer engages, motivates and empowers organizations to improve their team communication, leadership skill development and employee engagement levels as a means to creating great places to work. Sharing her passion and experience with audiences, Jennifer inspires them to learn, reflect and laugh as they look forward to the future.



JENNIFER BOUMAN-STEAGALL
founder > attorney

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16200 SW Pacific Hwy, Ste. H-188
Tigard, Oregon 97224

REDKITERISING.COM

Topic: Gender me this
 Date: 11/9/2017
 Speaker: Jennifer Bouman-Steagall

<u>Todays Topic</u>		<u>Todays Presenter</u>		<u>Comments for Speaker</u>
Fair	0	Fair	0	"very passionate"
Good	2	Good	1	"would like her to come to my workplace"
Excellent	11	Excellent	10	"very tough topic, presented very well. Thank you for the personal stories as well." "thank you so much for sharing the personal stories, it made the topic very real" "keep being you!"

<u>Relevancy to current position</u>		<u>Applicability to development</u>		<u>Take Aways</u>
Fair	0	Fair	1	"clarifying the topic, understanding the issues"
Good	4	Good	3	"good job thinking things through"
Excellent	9	Excellent	9	"new info about the bathroom laws" "the I am valued card - I will be using this at work" "open mindedness"
<u>Quality of info presented</u>		<u>Quality/organization handouts</u>		"treat all with respect & dignity, treat all equally"
Fair	0	Fair	0	
Good	3	Good	4	
Excellent	9	Excellent	8	
<u>Did you learn anything new</u>				
Yes	8			
No	2			

<u>Quality of meeting facility</u>		<u>Quality of Food</u>		<u>Comments</u>
Fair	0	Fair	0	"parking was very difficult this morning"
Good	8	Good	4	
Excellent	5	Excellent	5	

Future topic/presenter suggestions

YCHRA November 9, 2017

Name	Company Name	E-mail Address	Signature
Aguiar, Angel Jr.	First Federal		
Ashley, Jean	Eddie Bauer		
Brown, Don	First Federal		
Burr, Barbara	Linfield College		
Faughender, Jill	First Federal		
Hughes, Rachelle	WVMC		
Hui, Elise	Housing Authority of Yamhill County	elise.hui@comcast.net	
Keith, Michael	First Federal	mike.thompson@firstfedweb.com	
Kellmer, Amanda	Betty Lou's		
King, Cindy	Betty Lou's		
Million, Lara	First Federal		
Nelson, Kim	Oregon Lottery		
Riley, Carol	First Federal	CR19@firstfedweb.com	
Rosebalm, Gwen	NW Wine Company		
Russell, Christine	Linfield College	CRussell@linfield.edu	
Schultz, Sandy	First Federal	SSchultz@firstfedweb.com	
Simmons, Janell	Oregon Lottery		
Tierce, Michelle	Meggitt		
Wiltshire, Jessica	Betty Lou's		
Lake, Jim	Head Start of Yamhill County	Lakefamily2015@gmail.com	
Lisa Clark	WV Wine		

Anderson, Meg Linfield college manderson@linfield.edu Meg Anderson



SHRM CERTIFICATION

17-979FM

Jill Faughender | Logout

Home

Activities

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ACTIVITY CREATION

All activities must have a parent Course. A course may have many instances of an activity, however all activities will have the same parent details and the same number of PDCs.

Please refer to the [Recertification Provider Guide](#) for more information on this process.

Example 1 - Single instance activity - Activity details will be the same as the parent course.

Example 2 - Single Course with unique activity offerings - Activity details will vary based on dates, locations and times of the activity, but all activities will be based on the same parent course.

COURSES

New Course

COURSE NAME

Gender-Me-This: Accepting Every Human's Nature at Work

INTENDED AUDIENCE

All

PDC

1.25

DESCRIPTION [OPTIONAL]

Consider what we all have in common: (1) we have people in our life whom we love deeply and who love us back; (2) we want to be appreciated, valued and respected for who we are; (3) we work hard to support ourselves and our families; (4) we feel pain when someone says or does hurtful things; and (5) we dream about the future and what it might hold for us. Each of us also has the propensity or ability to give warmth and kindness to others; whether we choose to tap into that propensity is another story, especially when traditional notions of gender boundaries are being pushed and tested. LGBTQ+, sexual identity, sexual orientation, cis-gender, transgender, third gender.

ACTIVITY INFORMATION

ACTIVITY FORMAT

Seminar/Workshop

ACTIVITY NAME

Gender-Me-This: Accepting Every Human's Natures at Work

BEGIN DATE

11/09/2017

END DATE

11/09/2017

START TIME

8:00 AM

END TIME

9:15 AM

SPEAKER'S/PRESENTER'S NAME [OPTIONAL]

Jennifer Bouman-Steagall, Attorney

REGISTRATION URL OR ORGANIZATION URL

https://ychra.shrm.org/

LEARNING OBJECTIVES [OPTIONAL]

x

Increase understanding of gender issues that impact the workplace and provide managers with tools to address sexual identity and sexual orientation topics and the legal protections of this important area.

ACTIVITY DESCRIPTION [OPTIONAL]

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ACTIVITY LOCATION

ADDRESS LINE 1

Linfield College

STATE/PROVINCE

Oregon

ADDRESS LINE 2 [OPTIONAL]

ZIP/POSTAL CODE

97128

ADDRESS LINE 3 [OPTIONAL]

COUNTRY

United States

CITY

McMinnville

SHRM BOCK REPRESENTATION/ALIGNMENT (CHOOSE AT LEAST ONE)

- Business Acumen
- Communication
- Consultation
- Critical Evaluation
- Ethical Practices
- Global & Cultural Effectiveness
- Leadership & Navigation
- Relationship Management

WHAT FUNCTIONAL AREA(S) WILL BE REPRESENTED/ACQUIRED BY PARTICIPATION IN THIS PROGRAM?

PEOPLE [OPTIONAL]

- Talent Acquisition & Retention
- Employee Engagement
- Learning & Development
- Total Rewards

WORKPLACE [OPTIONAL]

- HR in the Global Context
- Diversity & Inclusion
- Risk Management
- Corporate Social Responsibility
- U.S. Employment Law & Regulations

ORGANIZATION [OPTIONAL]

- Structure of the HR Function
- Org. Effectiveness & Development
- Workforce Management
- Employee Relations
- Technology & Data

STRATEGY [OPTIONAL]

- Business & HR Strategy

Back Save

Jill Faughender

From: Rebecca Harris <Rebecca@westhillshealthcare.com>
Sent: Thursday, October 26, 2017 1:02 PM
To: Simmons, Janell; Jill Faughender
Subject: RE: November Meeting

THANK YOU! I was going to work on this this afternoon. We must be in sync! ☺

Thank you,

Rebecca Harris, SHRM-CP
Human Resource Manager / Office Administrator
West Hills Healthcare Clinic
2163 NW 2nd St.
McMinnville, OR 97128
Direct: 971-706-2320
Fax: 503.434.2886
Email: rebecca@westhillshealthcare.com

From: Simmons, Janell [mailto:Janell.Simmons@state.or.us]
Sent: Thursday, October 26, 2017 12:54 PM
To: Jill Faughender <jfaughender@FirstFedWeb.com>; Rebecca Harris <Rebecca@westhillshealthcare.com>
Subject: November Meeting

Title: Gender-Me-This: Accepting Every Human's Nature at Work

Description:

Consider what we all have in common: (1) we have people in our life whom we love deeply and who love us back; (2) we want to be appreciated, valued and respected for who we are; (3) we work hard to support ourselves and our families; (4) we feel pain when someone says or does hurtful things; and (5) we dream about the future and what it might hold for us. Each of us also has the propensity or ability to give warmth and kindness to others; whether we choose to tap into that propensity is another story, especially when traditional notions of gender boundaries are being pushed and tested. LGBTQ+, sexual identity, sexual orientation, cis-gender, transgender, third gender, gender X, gender neutral, etc. – this is our new vocabulary, and with it comes expectations and responsibilities for tolerance in the workplace. Join us for this informative program as we explore current workplace rights and protections, the implications of third gender status, possible family leave and disability accommodations for transitioning employees, workplace policy interpretation, bathroom selections, and best practices for moving the organization forward in accepting all employees as they are and who they want to be.

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Janell Simmons PHR, SHRM-CP
Chief Human Resources Officer | Oregon Lottery®