



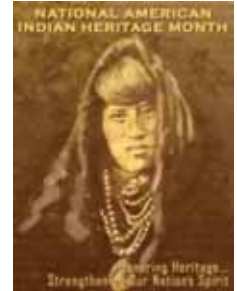
Arkansas SHRM State Diversity Newsletter November '09 Edition

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.

DIVERSITY OBSERVATIONS

NATIONAL NATIVE AMERICAN INDIAN HERITAGE MONTH

The Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service, Smithsonian Institution and United States Holocaust Memorial Museum join in paying tribute to the rich ancestry and traditions of Native Americans. In 1990 President George H. W. Bush approved a joint resolution designating November 1990 "National American Indian Heritage Month." Similar proclamations, under variants on the name (including "Native American Heritage Month" and "National American Indian and Alaska Native Heritage Month") have been issued each year since 1994.



SHRM SEASONAL OBSERVANCES

National Family Caregivers Month

For more information, visit the National Family Caregivers Association: <http://www.nfcares.org/>

National Caregivers Month

For more information, visit the <http://www.americanheart.org/presenter.jhtml?identifier=3039829>

National Adoption Awareness Month

For more information, visit the National American Council on Adoptable Children: <http://www.nacac.org/>

National Flu Awareness Month

For more information, visit the American Lung Association: <http://www.lungusa.org/index.html>

National Veterans Awareness Week: Nov 5th – 11th

For more information about this observance, visit the US Department of Veterans Affairs <http://www1.va.gov/opa/vetsday/nvaw.asp>

Family Volunteer Day: Nov 21st

For more information about this observance, visit the <http://disney.go.com/disneyhand/familyvolunteers/>

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

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 dlw11@uark.edu as soon as possible!



SIGNIFICANT DATES IN NOVEMBER

- **November 1st - Dia de los Muertos (All Saints' Day)** is a national holiday in Mexico and is also celebrated in parts of the USA. Also, this day is celebrated by the Anglican and Roman catholic Christians to honor all known and unknown saints.
- **November 11th - Armistice Day** is celebrated on the eleventh hour of the eleventh day of the eleventh month to commemorate the ending of the First World War that ended in 1918. Also known as Veterans' Day.
- **November 25-26th - Hajj** (Islam) the annual Muslim pilgrimage to Makkah; observed by the Muslims as the festival of sacrifice marking the day after Arafat.
- **November 26th - Thanksgiving**; celebrated in the USA to commemorate the first Thanksgiving that was celebrated by the people of the Wampanog Tribe and the Pilgrims of Plymouth Colony in 1621.
- **November 30th**
 - **Saint Andrews Day**; is celebrated in honor of Saint Andrews, the patron saint of Scotland, Greece and Russia.
 - **Advent Sunday**; Christians prepare to celebrate for the birth of Jesus

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 November:

- 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
 - **Deadline to register is Monday, November 27, 2009**

NATIONAL SHRM CONFERENCES

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

- **National Leadership Conference: November 19–21, 2009 - Washington, DC**
- **SHRM Employment Law & Legislative Conference: March 17 - 19, 2010 - Washington, DC**
- **SHRM Staffing Management Conference & Exposition: April 26 - 28, 2010 - Orlando, FL**

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

Thanks,
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