



Arkansas SHRM Diversity Newsletter March '10 Edition

March 3, 2010

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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.

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March is Women's History Month

Before the 1970's, the topic of women's history was largely missing from general public consciousness. To address this situation, the Education Task Force of the Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration in 1978 and chose the week of March 8 to coincide with International Women's Day.

The celebration was met with positive response, and schools began to host their own Women's History Week programs. The next year, leaders from the California group shared their project at a

Women's History Institute at Sarah Lawrence College. Other participants not only became determined to begin their own local Women's History Week projects but also agreed to support an effort to have Congress declare a national Women's History Week.

In 1981, Sen. Orrin Hatch (R-UT) and Rep. Barbara Mikulski (D-MD) cosponsored the first Joint Congressional Resolution proclaiming a "Women's History Week."

In 1987, the National Women's History Project petitioned Congress to expand the celebra-



tion to the entire month of March. Since then, the National Women's History Month Resolution has been approved every year with bipartisan support in both the House and Senate. For more information, <http://www.nwhp.org/>



SHRM Releases Global Diversity Readiness Index

The Society for Human Resource Management (SHRM) is proud to present its first iteration of the **Global Diversity Readiness Index, or G-DRI**. The G-DRI is a tool that ranks and rates 47 countries along 39 separate indi-

cators in five broad categories: National Diversity, Workplace Diversity, Social Inclusion, Government Inclusion, and Legal Framework. The non-interactive version of the G-DRI is available for download for free on

SHRM website: <http://www.shrm.org/hrdisciplines/Diversity/gdri/Pages/default.aspx>

Significant Diversity Dates in March

- **March 2: Start of Nineteen Day Fast** (Baha'i) fast from sunrise to sunset during this period till the 20th of March.
- **March 3: Hina-Matsuri (The Festival of Dolls)**- (Shinto) to celebrate and honor the daughters in the family .
- **March 5 : Women's World Day of Prayers** (Multi-faith) observance and has been a tradition since 1887, celebrated on the first Friday of March.
- **March 14: Mothering Sunday** (Christian). It is the fourth Sunday of lent.
- **March 17 : St Patrick's Day** (Christian) observance for St. Patrick's is the patron saint of Ireland who brought Christianity to Ireland in the early days of the faith.
- **March 19: St Joseph's Day**; also known as the Feast Of St. Joseph is celebrated in some Christian Churches to commemorate St. Joseph, the spouse of Mary and the foster-father of Jesus.
- **March 20: Spring Equinox** – Easter; is observed to celebrate the renewed life that comes with the arrival of spring.
- **March 21: Shubun Sai** (Equinox Day) - (Shinto); Spring Memorial Service is held at home altars to revere ancestors as kami. Gravesites are cleaned and purified.
- **March 24 : Ramanavami** (Hindu) festival celebrating the birthday of Lord Rama. This day is celebrated by telling stories and going to the temple.
- **March 25: Annunciation of the Virgin Mary** (Christian); commemorates the angel Gabriel's message to the Virgin Mary that she would give birth to the incarnation of Christ.
- **March 28:**
 - **Khordad Sal (Birth of Prophet Zaranhusht)**; the birthday of Zoroaster, celebrated by the Zoroastrians according to the Fasli calendar. Also known as the Greater Nauroz.
 - **Palm Sunday**; celebrated by the Christians to commemorate the entry of Jesus in Jerusalem. It is the sixth and last Sunday of Lent and the beginning of the Holy Week.
- **March 30 : Magha Puja Day** (Buddhist) This day marks an event early in the Buddha's teaching life when a group of 1,250 enlightened saints, ordained by the Buddha, gathered to pay their respects to him.

Seasonal SHRM Observances

- **Daylight Saving Time Begins** - Annually, the second Sunday in March. Visit :<http://webexhibits.org/daylightsaving/b.html> or <http://www.time.gov/>
- **Companies that Care Day** - Annually, the third Thursday in March. For more information, Center for Companies that Care <http://www.companies-that-care.org/>
- **March is Workplace Eye Safety Month** – For more information, visit American Academy of Ophthalmology: <http://www.aao.org/>
- **Employee Appreciation Day (March 5th)** - Annually, the first Friday in March. For more information, visit <http://www.recognition.org/displaycommon.cfm?an=1&subarticlenbr=495>



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

SARHA to Host Meeting on Diversity



South Arkansas Human Resource Association's April membership meeting will feature Dana P. Worstell, Corporate Trainer Southern BankCorp in West Helena.

More information will be published April!

SHRM Webinar on Veterans!

I hope that most of you had an opportunity to participate in the Diversity CLA webinar on February 18th. Emily King, President and Founder of King Street Associates, was the facilitator. She discussed military culture and how to successfully recruit and retain veterans of the armed forces.

The recording of the webinar is available in the Volunteer Leaders'

Resource Center at <http://www.shrm.org/Communities/VolunteerResources/WebcastArchivesforVolunteerLeaders/Pages/default.aspx>

"Diversity: The art of thinking independently together"
— Malcolm Forbes Stevenson

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>

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**Diversity is a business
necessity!!**

Message 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!

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>.

Dates to Remember!!

2010 Arkansas State Human Resources Conference & Expo

APRIL 14-16, 2010

Fort Smith Convention Center in Fort Smith, Arkansas.

For registration and more information, visit: <http://www.hr2010.org>

2010 Arkansas Employment Law & Legislative Affairs Conference

September 29-30, 2010

Embassy Suites

Little Rock, Arkansas

For more information, visit <http://www.arshrm.com>

NATIONAL SHRM CONFERENCES

If your schedule and budget permits, attend the following conferences:

- SHRM Employment Law & Legislative Conference: March 17-19, 2010 - Washington, DC
- SHRM Staffing Management Conference & Exposition: April 26-28, 2010 - Orlando, FL