



# Michigan Public Employers Labor Relations Association

Friday, December 2, 2022

MSU Henry Center for Executive Development

3535 Forest Road, Lansing, MI 48910



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



The use of this seal confirms MPELRA is recognized by SHRM to offer Professional Development Credits (PDC) for SHRM-CP or SHRM-SCP.

## Program Announcement

**8:30 AM Registration and Continental Breakfast**

**9:00 AM President's Welcome**

**9:15 AM The Colors of Inclusion**

Carla Allen, Interim HR Director, City of Oak Park & Cynthia Peppers, HR Director, City of Dearborn

Our worlds are constantly changing, as are the expectations of our employees. Employee engagement is critical to retention and productivity yet can be hard to foster and support. There is solid research that backs up the importance of organizational culture to drive employee engagement, yet our culture is defined by each individual – and we all experience our workplaces differently.

Creating pathways for inclusion is critical to success. HR leaders have a critical role in shaping an environment where all employees can have a voice and achieve their purpose within the framework of limited tax dollars, collective bargaining agreements, disparate work responsibilities, and limited staffing.

This highly interactive workshop will explore the concept of inclusion in all its facets, challenge our thinking, honor our lived experiences, and seek to expand our repertoire of actions to incorporate in our own organizations. Bring your ideas and your questions.

**11:00 AM Inclusion - Round-Table Discussion**

Moderated discussion with Carla Allen, Cynthia Peppers and Jordie Kramer

Asking the questions:

- How inclusive is your workplace? Is it inclusive enough?
- What is your recruitment strategy as it relates to inclusion?
- What is your retention strategy as it relates to inclusion?
- Inclusion in 2024.

**12:15 PM Lunch**

**1:15 PM Threat Assessment & Management**

Dr. Kenneth Wolf, CEO, The Incident Management Team

Threat assessment requires early identification, assessment and intervention with individuals who make targeted threats of workplace violence. Gain understanding of threatening situations and what actions may reduce potential risks.

**3:00 PM Adjournment**

## Program Registration Information

The registration fee, which includes lunch, is \$60.00 for members and \$70.00 for non-members. In order for us to obtain a more accurate estimate of attendees, please make reservations by **November 25, 2022** online at [www.mpelra.org](http://www.mpelra.org) or by sending the attached form to Barbara Wise Johnson at MPELRA, P.O. Box 235, Farmington, MI 48332-0235. If you have questions call (313) 460-1613 or send an email to [treasurer@mpelra.org](mailto:treasurer@mpelra.org).

Next MPELRA Meeting  
March 3, 2023

Cascades Manor House, 1970 Kibby Road, Jackson, Michigan