

HR Community of Practice

August 7, 2024

2:00pm – 3:00pm



Agenda

- **Welcome**, Sue Russell, Director, HR Community of Practice
- **Updates**
 - Brief review of Dates and Deadlines
 - Reminder about MyTrack offers
 - Reminder Upcoming training and events
- **Considering Intersecting Identities, Megan Flanigan**, Diversity, Equity, and Inclusion Analyst
- **Meeting wrap-up**

Dates and Deadlines

Please see the link to web page for a full list of deadlines for New MyTrack Offers, Renewal Appointments and PRFs:

<https://hr.uoregon.edu/deadlines-new-mytrack-offers-renewal-appointments-and-prfs>

- **Fall 2024 RTO Renewal Deadline was August 1**
- **Fall 2024 MyTrack Offers Deadline is August 26**
- Please build in time for your business office to generate the renewal, offer, or pay documents and obtain all required approvals, with time to meet the monthly deadlines. These deadlines will help us send documents to the Payroll office by their [payroll document deadline](#).

Opportunities for HR Partners and Employees

- **Creating an Engaging Workplace- Workshop for Supervisors** on August 21 9:00 am –Noon. [Sign-up in MyTrack](#).
- [The ADA Accommodation Process at the University of Oregon](#) – this is a short (15 minute) module intended for all UO employees. E-Learning on demand [Sign-up in MyTrack](#)
- [ADA Fundamentals for Supervisors](#) – this is a new (30 minute) training for supervisors. This training provides an overview of the Americans with Disabilities Act and its amendments (the ADA) and focuses on the responsibilities of supervisors in supporting workers with disabilities. E-Learning on demand [Sign-up in MyTrack](#)
- **Employee Benefits Overview:** *August 14, 2:00-3:00 p.m; or September 18, 2:00-3:00 p.m. via Zoom.* These sessions are designed for current and new faculty, classified staff, and officers of administration. We'll discuss benefit eligibility, review core and lesser-known benefits, and go over retirement plan options. If you're interested in expanding your knowledge of the benefits and perks available to you, [register today](#)
- **IS Tech Trainings** (new monthly series)
 - Next training August 28 on Microsoft tools for scheduling.
 - More information, including registration, coming in Workplace and the HRCP newsletter.

Opportunities for New Employees

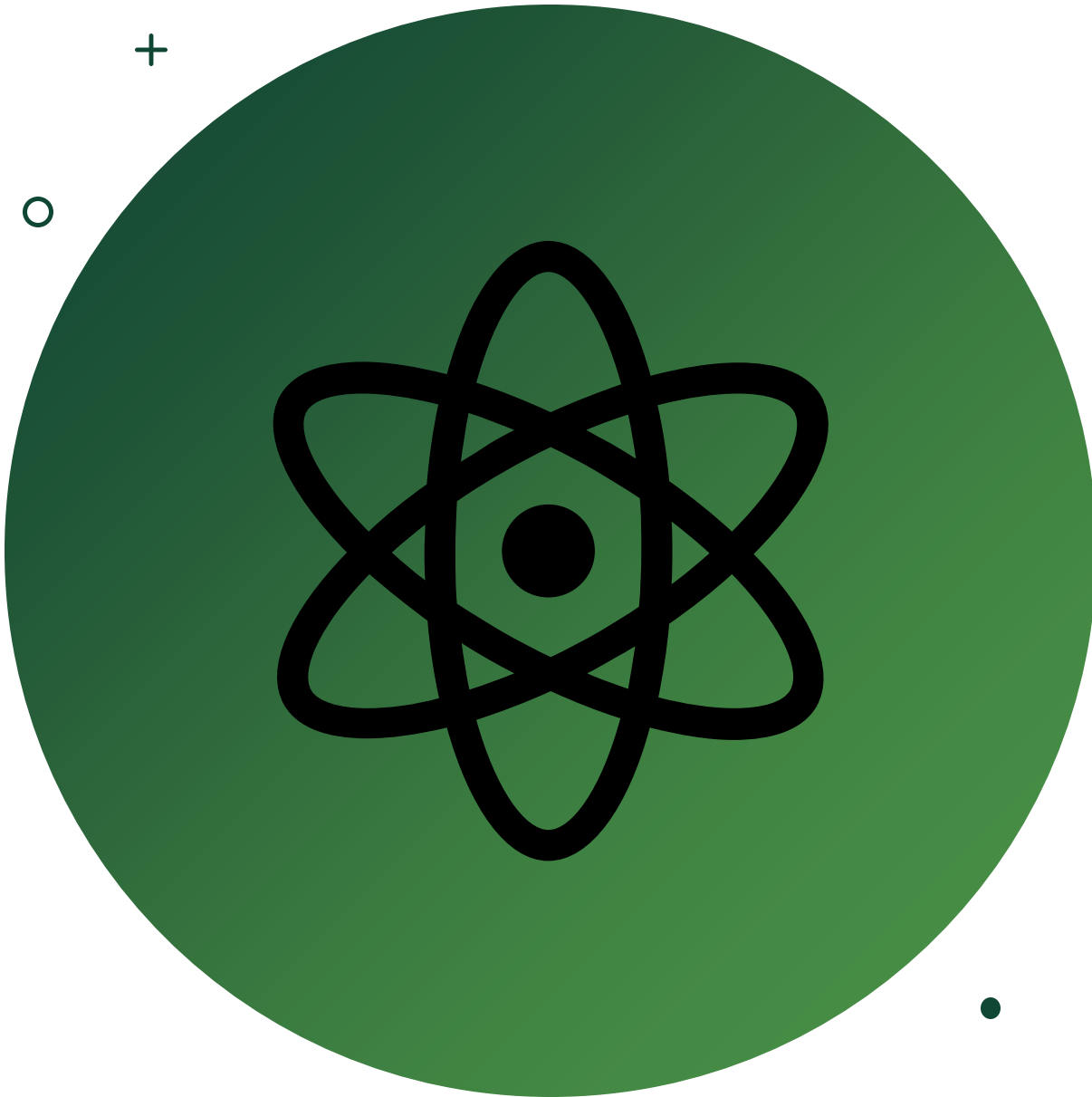
- **New Faculty & Staff Resource Fair** - September 16th 9:00 – 11:00 am in the EMU Ballroom We are excited to continue this new onboarding experience and are structuring the event the same way we did last fall and spring, which will include networking, resource tabling, and 20-minute information sessions happening concurrently. All new faculty and staff from April through September will be invited.
- **New Hire Benefit Enrollment Drop-In** Help Sessions: September 16, 9:00-11:00 a.m. in the Lease Crutcher Lewis Room, EMU. Benefits coordinators from University Human Resources will be on hand to answer questions and help new employees enroll in their benefits. [Register in MyTrack](#).

Opportunities for HR Community of Practice (HRCP)

- **Building your HR Practice – HR Structure at UO** This 45-minute session provides an overview of the organizational structure of HR at the University of Oregon including the teams in university HR and what HR looks like across campus. August 27 and September 10th [Register in MyTrack](#)
- **Payroll and other UO business trainings** on a variety of topics are available in MyTrack. Please search by topic or check the [MyTrack](#) calendar or library.
- **Payroll Office open house:** *August 14, 2:00-5:00 p.m. Thompson University Center, 720 E 13th Ave.* Come meet the Payroll team and enjoy some light snacks!

Considering Intersecting Identities

Megan Flanigan, she/they
HR Diversity, Equity, and Inclusion Analyst

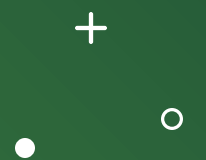


Goals for Today

- Build a visual representation of your intersecting identities
- Discuss intersecting identities with colleagues
- Build connections

- +
- • Model of Multiple Dimension of Identity

Work of Susan R. Jones & Marylu K. McEwan in 2000, later revised with Elisa S. Abes in 2007



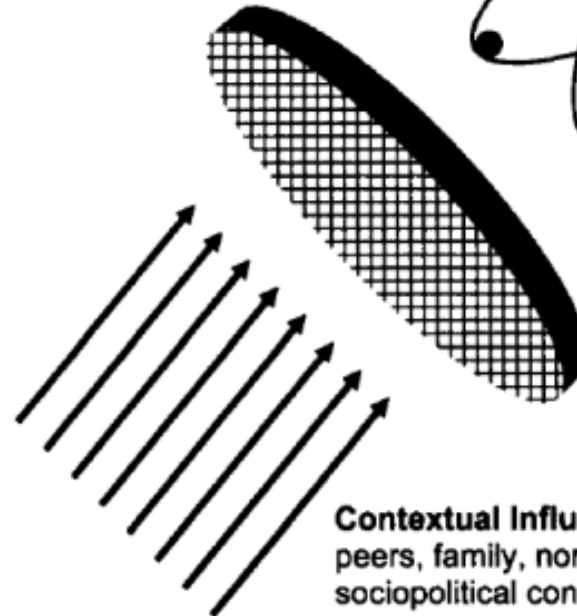
A Non-Exhaustive List of Identities



-
- Ability
 - Age/Generation
 - Body Size
 - Gender
 - Immigration Status
 - Nationality
 - Neurotype
 - Parental Status
 - Race and/or Ethnicity
 - Religion
 - Sexuality
 - Socioeconomic Status
 - Another identity important to you (ex: Veteran status, education, first language, etc.)

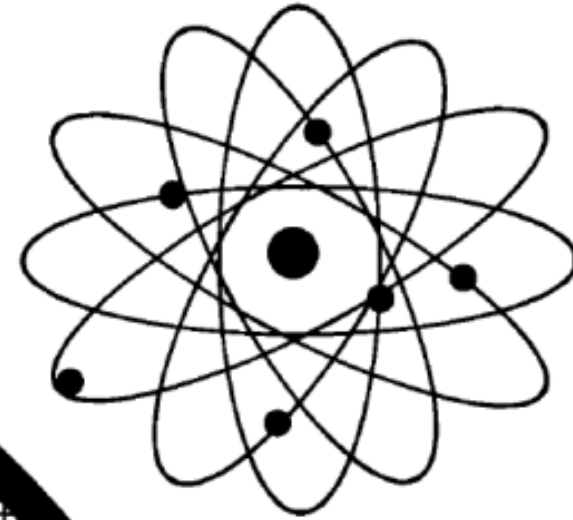
Adding Meaning- Making & Context

Meaning-Making Filter
Depending on complexity,
contextual influences pass
through to different degrees



Contextual Influences, such as
peers, family, norms, stereotypes,
sociopolitical conditions

**Self-Perceptions of Multiple
Identity Dimensions**, such as
race, social class, sexual
orientation, gender, religion



Discussion Questions



What are your thoughts after completing this activity?



How would you keep your own identities in mind as you work?



How might we use this knowledge of intersecting identities to better connect with each other and those we support?

Thank you for attending today's HR Community of Practice Meeting

The next meeting will be
Wednesday, September 4 at 2:00 pm

