



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, July 10, 2020 | 2:00 – 3:00 p.m. ET

Meeting Notes

Essential Worker Legislation

- Legislation to appear before the Senate to hopefully be included in the next COVID-19 package
- Sponsored by Senator Joni Ernst (R-IA)
- Provides income tax and payroll tax relief for essential workers
- Bill text for the FRNT Line Act attached

Egon Zehnder Diversity & Inclusion Discussion

- Employees are beginning to engage in discussions in common spaces within the workplace, and many have strong opinions. How do we make these critical and sensitive conversations respectful, engaging, and productive?
- An organization has established an employee-driven task force on diversity and inclusivity
- Important to be proactive and purposeful
- Some companies have already developed business resource groups (e.g. pride group, veterans group, African American group)
- One organization is developing a leadership expectation profile- plans to address proactive actions around diversity and inclusion?
- Enable senior leaders to find their voice in this; it is easy to be reactive and make big pledges, but it is important to take the time to make a meaningful statement/impact
- When hiring, instead of wondering if a candidate is a good “Culture Fit”, consider instead how a candidate might make a “Culture Contribution” or be a “Culture Add”.
- This is a long journey, and one we have been on for many years but there is a ton of energy right now. It is important to recognize that this journey is a marathon, not a sprint. Be mindful of conserving energy, being purposeful and intentional to get to longer term change.

Other items

- It is becoming more and more difficult to actually enforce travel policies due to upticks and declines of COVID cases in the U.S.

- An organization has implemented a mandatory 2 week quarantine period (unpaid) for any employee returning from a personal vacation

Articles of Interest

Communications get personal: How leaders can engage employees during a return to work

<https://www.mckinsey.com/business-functions/organization/our-insights/communications-get-personal-how-leaders-can-engage-employees-during-a-return-to-work?cid=other-eml-onp-mip-mck&hlkid=b090862fbede44779183496b0e068bab&hctky=11846233&hdpid=11d0e97d-faad-4c19-8f10-e30ad60d55dd>

McKinsey & Company | the Shortlist

<https://www.mckinsey.com/~media/McKinsey/Email/Shortlist/95/2020-07-10.html?hlkid=86c7e855bf9447c2ad2dd5ea3bb244ee&hctky=11846233&hdpid=76d6e8d9-7b4e-4044-8a60-8964130a75ba>