

Dear HR Leaders,

It was great to see you many of you on today's call and wonderful to see our community grow in numbers.

Thank you for another fantastic discussion where we spent the majority of time talking about the vaccine prioritization, distribution, and the importance of education to increase vaccination rates among employees.

Below you will find notes from the discussion along with information for our next meeting. These notes will be posted to our new [HR Leaders in Dairy Member Page](#) on our website.

Kindly circulate any items you would like to include on the agenda for next meeting on **Friday, April 9 at 11:00 a.m. ET**. Zoom details can be found below and were also circulated via Outlook Calendar request. We will include the topic of remote work and plans to return to the workplace on our agenda for next time. As always, we welcome your feedback on how we can continue to make these sessions valuable to you.

I hope you have a wonderful weekend.

Best,
Heather

Notes from Discussion:

People Strategy

- **Member Survey** -Heather Soubra thanked and reminded folks to take the survey. If you have a moment, please take the People Strategy Survey [here](#).
- **Wellbeing and Resilience for Better Leadership** - On March 11th at 1:00 pm ET, IDFA and Egon Zehnder will host a webinar on Wellbeing and Resilience for Better Leadership. Please register for the webinar [here](#).

Dairy Diversity Dialogues

- Heather Soubra announced the formation of IDFA Dairy Diversity Dialogues to amplify and further support the work of IDFA members to foster Diversity, Equity and Inclusion.
- Please email Heather Soubra (hsoubra@idfa.org) if you are interested in joining a meeting to further discuss the initiative.

Vaccine Clinics

- Michael Dykes discussed vaccine clinics with the group regarding status of ongoing clinics, IDFA's role, and best practices.
- HR Leaders discussed the best practices below:
 - Keep communication lines open with state and county health departments to provide information on number of vaccines needed for workforce and essential worker status.
 - Progress on vaccination clinics and availability continues to vary greatly by state and county.

- Continue to elevate concerns, via letters or meetings, personal phone calls, regarding clinic, vaccine availability, and the importance of the essential worker tier status to state and local elected officials.
- Partner with on-site nurses to administer allotted vaccines but maintain a back-up plan.
- Hosting vaccine clinic for company employees and offering to extending to community to receive more state and local resources.
- Companies have had success working closely with State Department of Health and State Department of Agriculture to increase coordination and contacts.
- Companies are not mandating employees to tell when they get the vaccine. Voluntary reporting has been working well with incentives.

Return to Workplace and Remote Work

- At the request of a member, we will plan to add this item to the agenda for next time. It is top of mind for members.



HR Leaders in Dairy | Member Page on IDFA Website

HR Leaders in Dairy Community Page is now live! Click [here](#) to view the page.

Next Virtual Meeting of HR Leaders in Dairy | Friday, April 9| 11:00 am – 12:00 pm ET

Join Zoom Meeting

<https://zoom.us/j/93350895883?pwd=QUZleUhoK2ZDeWk2Z2hpUUFORVhHZz09>

Meeting ID: 933 5089 5883

Passcode: 548571

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