

# SCHHRA

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## SC HEALTHCARE HUMAN RESOURCES ASSOCIATION

### SCHHRA Summer Series

#### Part 1 | July 26,2023 | Virtual

Join us for the first session of a 2-part series dedicated to incorporating elements of diversity, equity & inclusion into the talent acquisition process & pipeline. The first session will focus on dimensions of diversity as it relates to talent acquisition, policy design, and data points that all human resource or talent acquisition leaders should monitor.

#### Part 2 | September 20,2023 | In person at Lexington Medical Center

The second session will include part two of the talent acquisition & diversity, equity, & inclusion series and a legal briefing on international recruitment.

Individuals can register for one or both sessions as part of the series.

**This DEIB Series is offered in partnership with the DEI Council of the SCHA Board of Trustees.**

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#### Part 1 | July 26,2023 | 10am - 11:15 am | Virtual

*HR Foundations of DEIB: Data & Assessment*

Andrea Clements | Founder, Harper HR Consulting

#### Topics of discussion:

- Overview of DEIB definitions & diversity dimensions
- HR's role in DEIB work
- DEIB policy basics
- DEIB data points HR leaders should know
- Healthcare case study

### Learning Objectives:

- Explain the importance of a strong HR & DEIB collaboration within a healthcare organization.
- Identify & analyze data points related to workforce diversity to illustrate areas of opportunity.
- Discuss a specific healthcare case study & apply to their organizations.

### **Part 2 | September 20,2023 | 10am - 2 pm | Lexington Medical Center, West Columbia**

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| 10-10:15am      | <b>Welcome, Introductions, &amp; Agenda Overview</b><br>Jami Turner   President, SCHHRA                                    |
| 10:15-11:30am   | <b>DEIB in Talent Acquisition</b><br>Andrea Clements   Founder, Harper HR Consulting                                       |
| 11:30am-12:15pm | <b>Networking Lunch</b><br>Lunch sponsored by Burr Forman  |
| 12:15-1:30pm    | <b>Legal Update on Immigration Policy &amp; International Recruitment</b><br>Melissa Azallion Kenny   Partner, Burr Forman |
| 1:30-2:15pm     | <b>SCHHRA Board Meeting</b><br>*All members are invited to attend the board meeting  |

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## **Speaker Bios**

**Andrea Clements** is a Human Resources professional with over 20 years of non-profit, healthcare experience and the founder of Harper HR Consulting. Her areas of expertise include employee engagement and organizational culture, leadership coaching, and facilitating change. As a strategic partner, she offers guidance on goal alignment, workforce planning, and effective performance management. She has also served in actively leading diversity, equity and inclusion initiatives in a large organization.

Andrea holds a Bachelor of Science in Journalism from West Virginia University, a Master of Science in Human Resource Development from Florida State University, and the PHR certification from the HR Certification Institute. She previously served as the president of the South Carolina Healthcare Human Resources Association and as a member of the Charleston Metro Chamber of Commerce Regional Health Professions Advisory Board. She has guest lectured for healthcare management classes for both Medical University of South Carolina and East Coast Polytechnical Institute.

She is a current member of the Carolina Youth Development Center Board of Directors, where she serves as Secretary, and the President of the West Ashley High School Band Parent Support Club.

**Melissa Azallion Kenny** is the Chair of the Burr Forman Immigration practice group. She has more than 20 years of experience advising clients on business immigration and labor and employment law issues. Melissa represents clients in multiple industries including manufacturing, technology, health care, quick service/food service, hospitality, government and education. In addition to serving as legal counsel for clients over the past fifteen years, Melissa worked as a Human Resources Administrator and Affirmative Action Director for the University of Dayton, where she was responsible for writing and directing the University's Affirmative Action Plan.

Melissa's immigration experience includes the representation of multinational and domestic corporations, their employees and private individuals in business immigration matters before U.S. Citizenship and Immigration Services, the U.S. Department of Labor, and at U.S. Consulates and Embassies throughout the world. Melissa assists businesses in obtaining and maintaining temporary work visas for professionals and skilled workers. She also has substantial experience assisting U.S. and international companies in sponsoring foreign nationals for green cards including labor certifications, national interest waivers and extraordinary alien petitions, among others. She processes J-1 visa waivers for foreign medical graduates and advises students and exchange visitors on a diverse range of issues. Melissa defends U.S. employers involved in ICE and state immigration audits, and conducts training sessions for clients on immigration matters including I-9 and E-Verify compliance.

Melissa provides advice and consultation to clients and assists in litigation matters on topics including: harassment and discrimination, wage and hour issues, restrictive covenants, FMLA, ADA and worker's compensation issues, affirmative action and OFCCP compliance. Additionally, Melissa regularly provides client training on a diverse range of employment topics including discrimination and harassment in the workplace. Melissa represents clients before the EEOC, U.S. Department of Labor and other employment agencies. She also advises clients on affirmative action issues in OFCCP compliance desk audits and reviews.

## GENERAL INFORMATION

### Register Online

To register for this or other meetings, visit the [SCHA web calendar of events](#). Select this event, view the agenda, and register online. A registration and payment confirmation will be emailed directly to you once you complete the registration process. **You will receive an email from Kim Wooten, [kwooten@scha.org](mailto:kwooten@scha.org) with the webinar login information a couple of days before the event, please do not share the link, as it is for you only.**

### Registration & Fees

\$0 for members of SCHHRA

\$50 Non-members

**For More Information:** Kim Wooten | [kwooten@scha.org](mailto:kwooten@scha.org)