

# HRA-ECI

JANUARY 2025

## MONTHLY MEETING

### **EVOLVING WORKPLACES: ROUND TABLE DISCUSSION**

**Friday, January 17th @ 11:30AM**

**Mattoon Library  
1600 Charleston Ave,  
Mattoon, IL**

**Lunch is pizza**

Remember to bring your business card for the attendee raffle!

**To RSVP, send attendee names to  
[hraeci@yahoo.com](mailto:hraeci@yahoo.com)**

## **ARTICLES OF INTEREST**

### **HR STRATEGY**

HR Leaders Want to Put Generational Differences to Bed in 2025

There's arguably no drama more juicy right now than that between the different generations in the workplace. Gen Zers are "entitled" and have bad office manners, just like the millennials who came before them, and baby boomers are too stuck in their ways—no wonder they're at each other's throats.

### **DE&I**

Lower-court Judges Could Impact the Future of DE&I Initiatives

The next four years could be tough for DE&I programs. The incoming Trump administration has signaled it will try to limit corporate DE&I, and the Dismantle DE&I Act is making its way through Congress. The courts could significantly impact DE&I as well, according to David Glasgow, a lawyer and executive director of the Meltzer Center on Diversity, Inclusion and Belonging.

## EVOLVING WORKPLACES

The most powerful resource of HRAECI is the ability to network and brainstorm with other HR professionals in our area across a wide range of industries who are all working to tackle the same challenges.

To start off the year, we wanted to give everyone the opportunity to discuss what goals and challenges are on the horizon for 2025.

Come prepared to share your unique perspective and to pose a problem to our friendly neighborhood HR experts - HRAECI.

## **RECRUIT & RETAIN**

HR Leaders Aren't Prioritizing AI Reskilling

There's no "all for one" approach to AI adoption, but many HR leaders seem to be trying to take one. Just 7% of the 80 CHROs surveyed by The Conference Board last autumn said they're implementing reskilling strategies for roles that are expected to be most impacted by AI. The top AI priority for HR leaders, according to 62% of the CHROs surveyed, is experimenting with pilots and use cases for the tech to assist in human capital management.

## QUESTIONS?

If you would like to post a job, ask about membership, share an idea for a speaker, or just pose a question, you can reach out to one of our board members, or email us at [hraeci@yahoo.com](mailto:hraeci@yahoo.com).



### **BOARD MEMBERS**

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