



SHRM[®] Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



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Utah Human Resource Association



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Board Members

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President’s Address

Welcome to 2026 my SHRM Northern Utah! (Formerly NUHRA). We are excited to start a new year with some new changes.

First: The membership has approved a co-branding initiative with SHRM National, changing our name from it's 50- year title: NUHRA (Northern Utah Human Resources Association) to SHRM Northern Utah. This will mean our website and branding will more closely align with SHRM. This is going to mean some e-mail changes and website changes over the coming months, so watch for those, and as always, find a board member if you need any help.

Our January Luncheon kicked off with education about the ADA and how the State of Utah can support us as we support individuals with disabilities. A special thank you to Leah Lobato for her time.

Our half-day conference is fast approaching and will be on March 19th, from 8-2, so be sure to block your calendar out now. We have some really great presentations lined up, as well as a Legal Update with Mark Tolman and Jesse Oakeson that you won't want to miss.

We are in this together, it is a privilege to serve as President among such incredible professionals. Until next month!

Rachel Child
2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at ww.NUHRA.org.

<p>January 15, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>	<p>February 3, 2026 Ask an Attorney 8:00 – 9:00 Zoom</p>	<p>February 19, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>
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Creating an Accessible and Welcoming Workplace

Your organization can develop an “Accessibility is Everyone’s Responsibility” mindset! It’s all about teamwork—everyone’s involvement matters.

- **Employees:** Help ensure the content produced, the systems maintained, and the meetings organized are accessible.
- **Leadership:** Establish workplace expectations and policies around accessibility and promote a culture of support.
- **Human Resources Professionals:** Lead efforts by ensuring accessibility is integral to the recruitment and hiring process.
- **Supervisors:** Address day-to-day accessibility needs by ensuring individuals can request and receive reasonable accommodations.
- **Procurement Officers:** Build in accessibility as part of the procurement process.
- **Information Technology, Web Development, and Design Staff:** Ensure all workplace technologies are universally accessible and assistive technologies operate with current workplace technologies.
- **Marketing and Public Relations Specialists:** Deliver proper communication on accessibility to internal and external audiences in an accessible format.
- **Legal Counsel and Regulatory Team Members:** Ensure understanding of and compliance with accessibility responsibilities.

<https://askearn.org/page/creating-an-accessible-and-welcoming-workplace>