



# HR GUMBO

**a vibrant conference centered around how HR, AAP, Inclusion, and Pay Equity intersect to create a beautifully balanced work culture.**



# Putting It All Together

From AAPs to Recruitment  
and Everything in Between





1960

1965

1970

1975

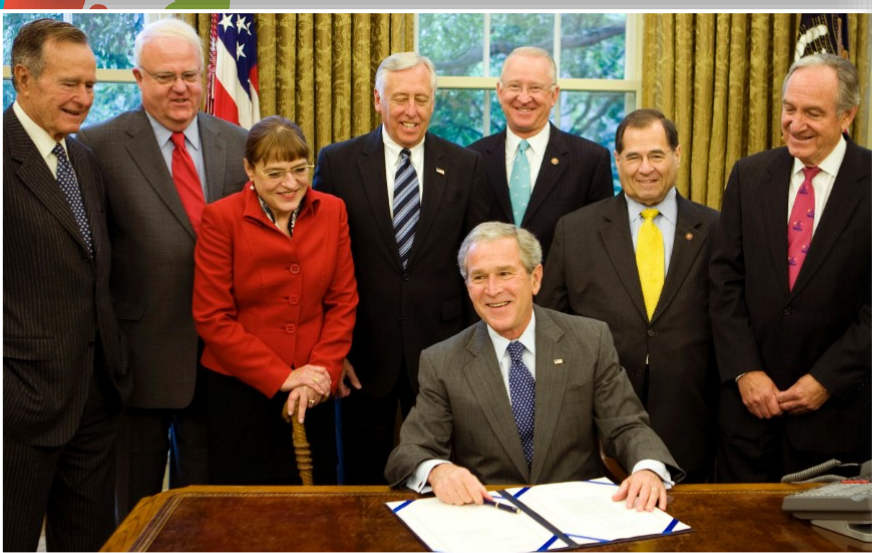
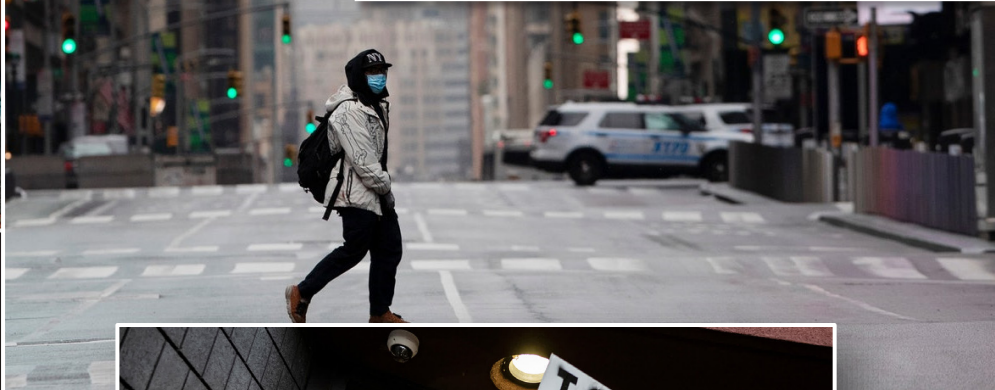
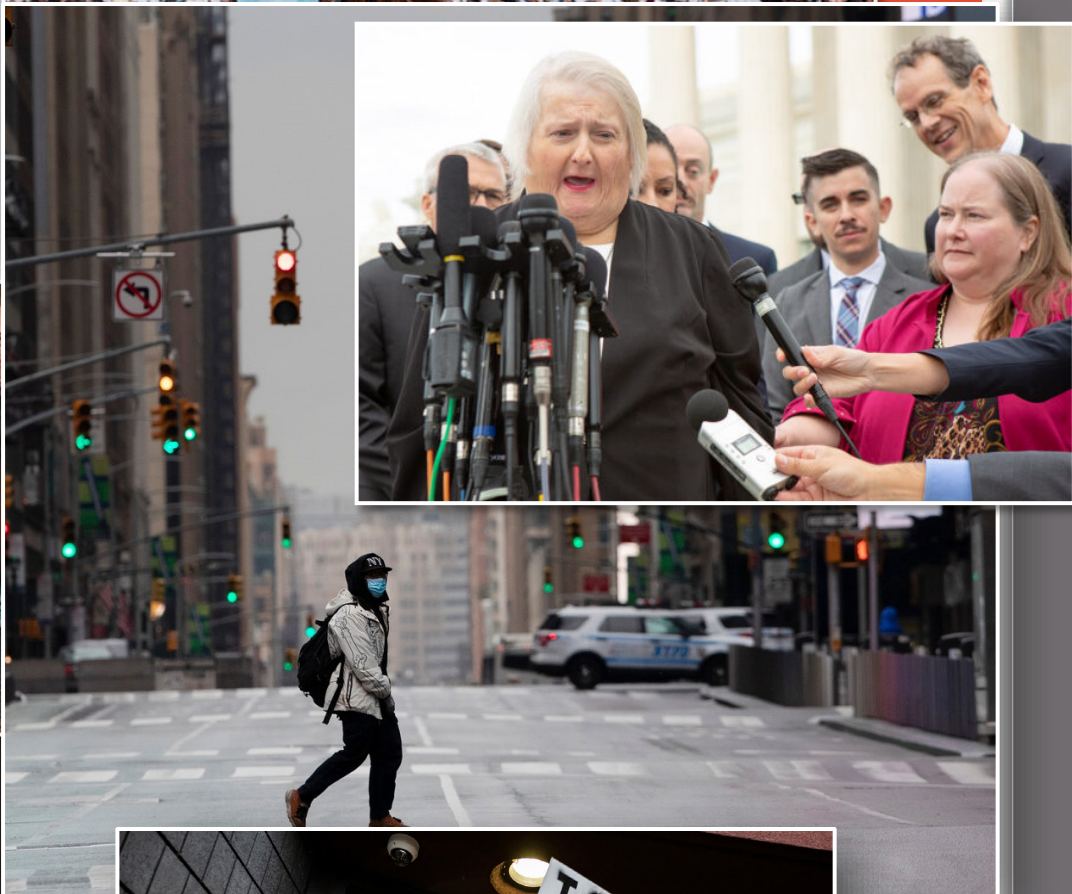
1980

1985

1990

1995





2000

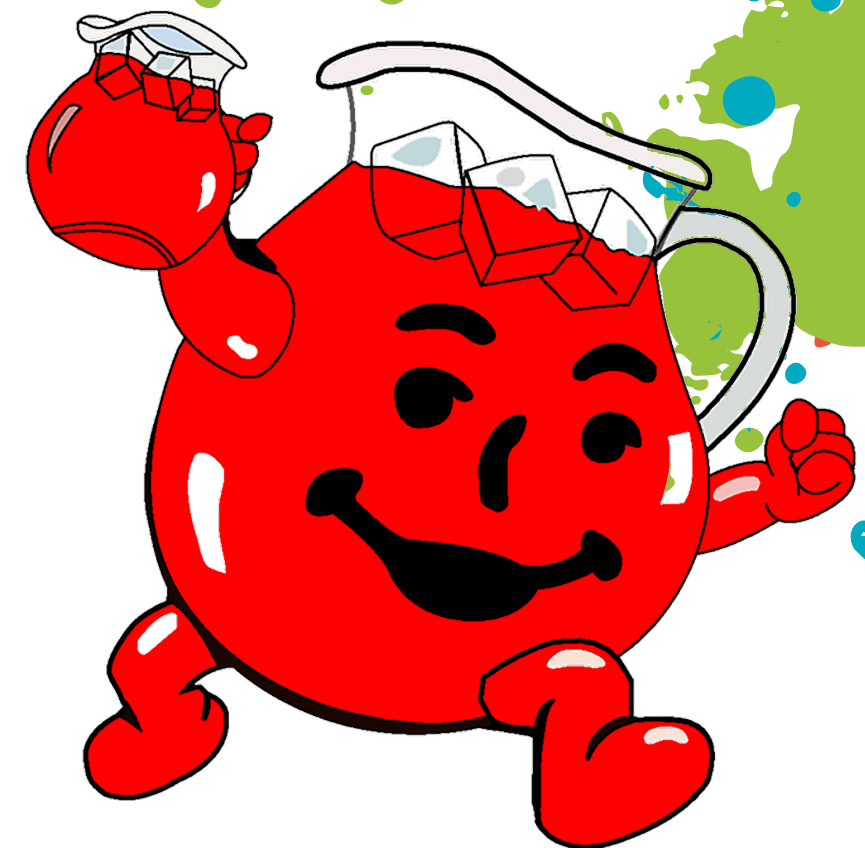
2005

2010

2015

2020

2025





# Speaker



**Momolu A Cooper**  
Director of Operations/Team Lead





# What's next after the Red Drink?

Building an Audit Tested Foundation

Ensuring Compliant Processes

Auditing Your Processes

Identifying External Forces

Final Thought





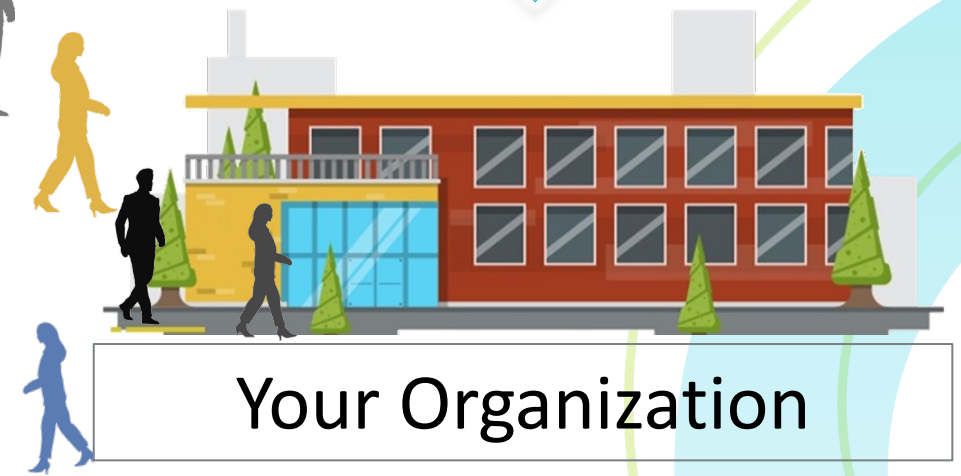
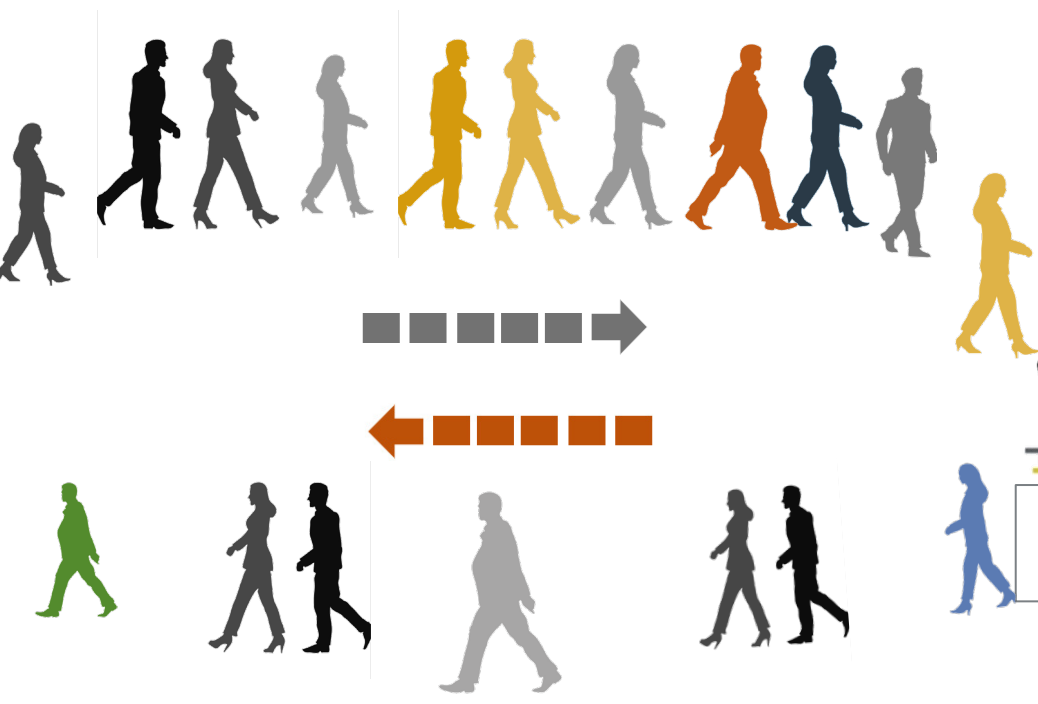
# Building an Audit-Tested Foundation



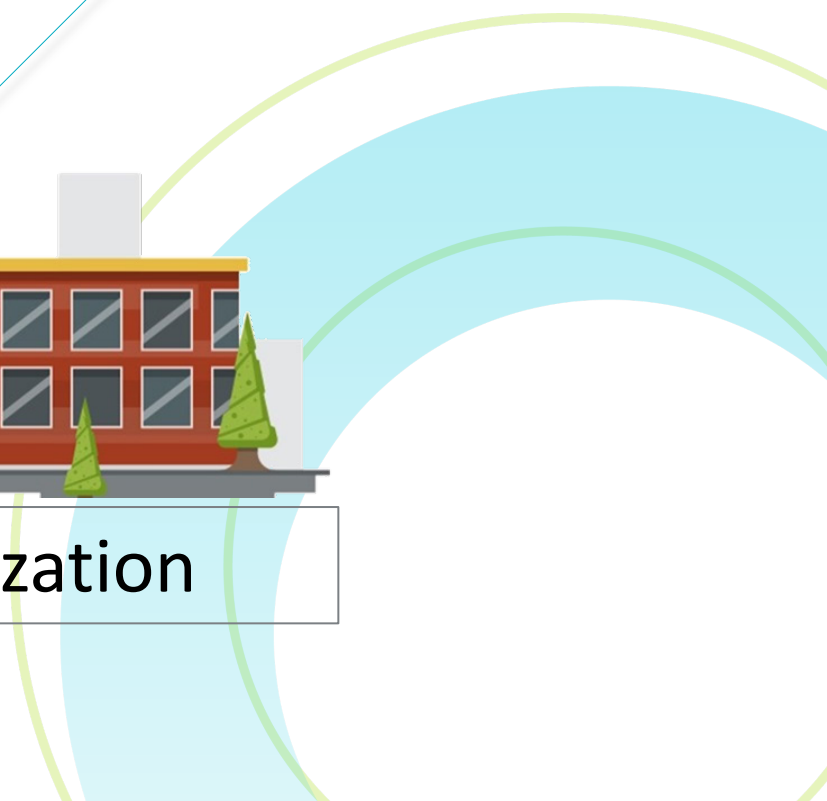





Recruitment Area



Your Organization







# Set Goals & Monitor

**S** **M** **A** **R** **T**

SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT, TIME-BOUND





# Ensuring Compliant Processes







# Can we explain, in writing, every activity?

- **Separations** (Involuntary vs. Voluntary)
- **New Hires**
  - Job Need to Listing
  - Application to I-9
- **Promotions** (Competitive vs. Noncompetitive)
- **Transfers** (Temporary, Permanent)





Can we explain why people in the same job title are being paid differently?







Training our Hiring Managers and Recruitment Team is essential to making informed, unbiased, and strategic decisions that **shape the future** of our organization.”







Do we have a documented training program?

- Managers/Supervisors
- Employees



# Auditing Your Processes







The real value lies not in getting through the audit, but in applying the **lessons learned to strengthen our processes and practices.**"





## Fire Drills, Mock Audits, and more...

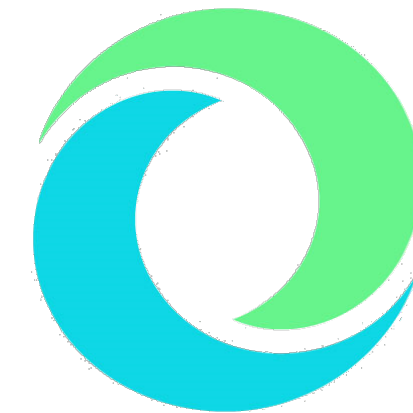
- Years past
  - Terminations
  - Outdated Hiring Policies
- Yet to come
  - Can they find us?
- Here today
  - Do they have the tools to stay?



# Identify External Forces



# Speaker

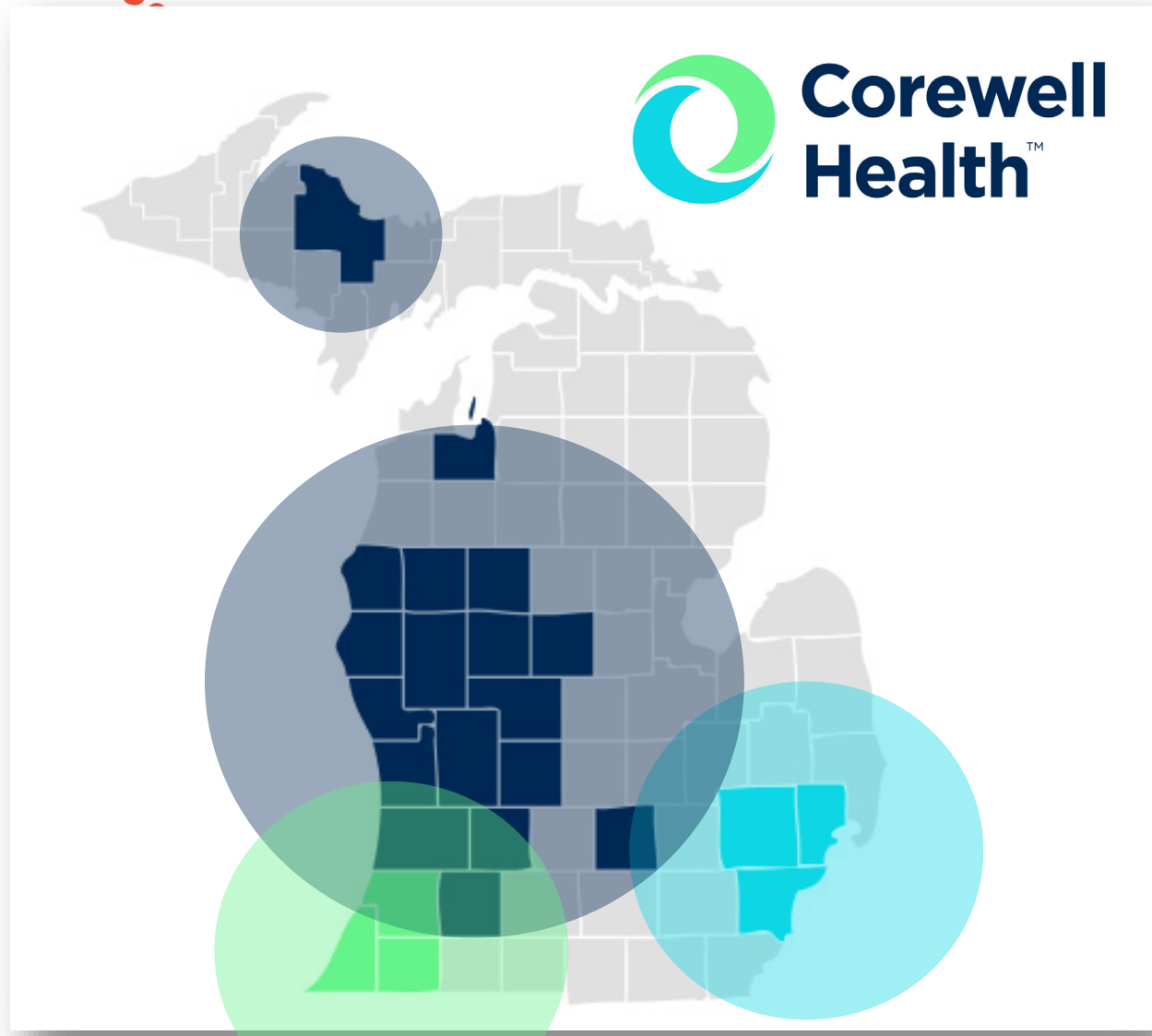


**Corewell**  
**Health**<sup>TM</sup>

**Valissa Armstead, DM (abd)**

Senior DEI Director  
Office of Inclusion, Equity, Diversity and Sustainability





Southeast Michigan  
(formerly Beaumont Health)

Southwest Michigan  
(formerly Spectrum Health Lakeland)

West Michigan  
(formerly Spectrum Health)

Achieving health equity can improve the future of health







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- Community Census
  - DE&I Goals
  - ERG Groups
  - Company Goals
  - Employee Support

# Final Thought

