



# Foundation

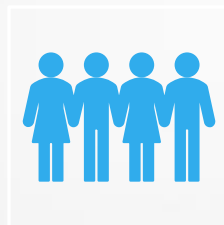
**A world of work that works for all.**

# SHRM Foundation



## Who

SHRM's 501(c)(3)  
philanthropic arm



## Purpose

Elevate and empower HR as a  
social force



## Mission

Mobilizing the power of HR and  
the generosity of donors to  
lead positive social change  
impacting work, workers and  
the workplace

**A world of work that works for all.**

# Initiatives

## Workplace Mental Health & Wellness

- Connecting, Curating, Convening

## Support for Students

- Scholarships, Awards

## Skill Building

- Apprenticeship Program

## Building Inclusive Workplaces

- Untapped Talent Pools

### Veterans

- ✓ Strong commitment to organizational mission
- ✓ Entrepreneurial and self-motivated approach and mindset
- ✓ Comfortable with ambiguity and resilient
- ✓ Many have advanced technical training
- ✓ Experienced in cross-cultural and diverse workplaces

VETERANS AT WORK

### People with Criminal Records

- ✓ Higher-than-average loyalty to organization
- ✓ Lower turnover and lower frequency of disciplinary issues
- ✓ Eager to work hard to prove value
- ✓ Increase diversity since U.S. criminal justice system disproportionately impacts people of color

GETTING TALENT BACK TO WORK

### People Age 60+

- ✓ Higher levels of engagement than other populations
- ✓ Strong work ethic backed by broad work and life experiences
- ✓ Large existing network of professional contacts
- ✓ Often have strong communication and leadership skills

THE AGING WORKFORCE

### Military Spouses and Caregivers

- ✓ Skilled at adapting to change and navigating ambiguity
- ✓ Strong leadership and strategic problem-solving skills
- ✓ Bring experience from vast life and work-related experiences
- ✓ Healthcare and other benefits are covered by the military

EMPLOYING THE MILITARY COMMUNITY

### People with Disabilities

- ✓ High quality of performance and work ethic
- ✓ First-hand experience with accessibility and inclusion challenges
- ✓ Higher-than-average loyalty to organization
- ✓ Lower likelihood of incurring work-related accidents and less time-off spent
- ✓ Take pride in their work

EMPLOYING ABILITIES @WORK

### Opportunity Youth

- ✓ Bring innovative and creative ideas to problems and processes
- ✓ High levels of enthusiasm and willingness to learn
- ✓ Increases age diversity of organization and can help expand customer market
- ✓ Offer unique perspective to current cultural trends
- ✓ Increase diversity since most Opportunity Youth are non-white

# Untapped Talent Pools

# Scholarships

- Certification
- Conferences
- Academic/Research



**\$500K+ PROVIDED  
IN EDUCATIONAL  
OPPORTUNITIES,  
TRAINING AND  
RESOURCES**



**300+ RECIPIENTS  
INCLUDING  
EMERGING  
PROFESSIONALS  
AND STUDENTS**



**OPEN TO  
STUDENTS AND  
EMERGING HR  
PROFESSIONALS  
AROUND THE  
WORLD**

# Grants & Awards



Michael R. Losey Excellence in HR Research Award

\$50,000 annual prize recognizing contributions to HR research



Susan R. Meisinger Fellowship for Master's Degree Students

\$10,000 award



Undergraduate Exploration in HR Scholarship

\$1,200 scholarship to those interested in HR profession



Grants

Innovation  
Dissertation



Other

Student Chapter Advisor Impact Award  
SHRM Student Membership Award  
Mentor of the Year Award

# Next Steps



DONATE!



TEAM EMPOWER



VOLUNTEER