

mandatory staff meeting memo sample

mandatory staff meeting memo sample is a crucial document for any organization that needs to communicate important information to its employees. This comprehensive guide will delve into the essential elements of crafting an effective mandatory staff meeting memo, offering practical advice and a detailed sample. We'll cover why such memos are vital, the key components to include for clarity and compliance, and how to ensure your message resonates. Understanding the nuances of a mandatory staff meeting memo sample can significantly improve internal communication, boost attendance, and ensure everyone is on the same page regarding important company updates, policy changes, or strategic initiatives. This article aims to provide a robust framework for creating memos that are not only informative but also legally sound and professionally presented.

Understanding the Importance of a Mandatory Staff Meeting Memo

A mandatory staff meeting memo serves as an official notification that attendance is required for all designated employees. Its primary purpose is to ensure that all team members receive critical information directly from leadership or management. This bypasses the potential for miscommunication or information loss that can occur with less formal announcements. In today's fast-paced work environments, effective communication is paramount, and a well-structured memo reinforces the significance of the meeting's agenda items.

The mandatory nature of the meeting, as communicated through the memo, underscores the urgency and importance of the topics to be discussed. This can range from significant company-wide announcements, such as mergers or new strategic directions, to critical policy updates that affect daily operations. Properly executed memos also contribute to a company's legal and HR compliance, providing documented proof of communication regarding important workplace matters. Without a clear, formal memo, employees might not understand the necessity of their attendance, leading to lower engagement and missed vital information.

Key Components of an Effective Mandatory Staff Meeting Memo

Crafting a robust mandatory staff meeting memo involves several critical components that ensure clarity, professionalism, and comprehensive information delivery. Each element plays a vital role in ensuring the memo is understood and acted upon by all recipients.

Memo Header: Essential Identification Details

The header is the first point of contact and must clearly identify the

document's purpose and origin. This section typically includes the sender's name and title, the recipient(s), the date the memo is issued, and a concise subject line. The subject line is particularly important as it should immediately convey that this is a mandatory meeting.

Subject Line: Clarity and Urgency

The subject line needs to be direct and unambiguous. Phrases like "Mandatory Staff Meeting Notification" or "Urgent: Mandatory All-Hands Meeting" immediately signal the importance and required attendance. Including the date and time of the meeting in the subject line can also be beneficial for quick reference.

Salutation: Professional Address

A professional salutation is necessary. Depending on the company culture and the memo's audience, this could be "Dear All Staff," "To All Employees," or addressed to specific departments or teams if the meeting is not company-wide. It's crucial to maintain a respectful and formal tone.

Purpose of the Meeting: Clear Statement of Objectives

This is arguably the most critical part of the memo. Clearly articulate the overarching purpose of the meeting. What are the key objectives? What information will be shared, and why is it important for staff to attend? Be specific and avoid vague language. For instance, instead of "Discussing company updates," opt for "To discuss Q3 financial performance, announce new product development initiatives, and outline upcoming departmental restructuring."

Meeting Logistics: Date, Time, and Location

Precise details regarding the meeting logistics are non-negotiable. This includes the exact date, start time, and end time. The location should be clearly stated, whether it's a physical conference room, a virtual meeting link, or a hybrid setup. For virtual meetings, provide clear instructions on how to join, including any necessary software or login credentials.

Agenda: Structured Breakdown of Topics

A well-defined agenda provides attendees with a roadmap of what to expect during the meeting. This helps them prepare mentally and can prevent the meeting from going off-topic. Break down the agenda into specific discussion points, allotting estimated time for each. If there are presenters for specific topics, their names can also be included.

Mandatory Attendance Clause: Explicit Statement of Requirement

This section must explicitly state that attendance is mandatory for the designated employees. It's advisable to briefly explain why attendance is compulsory, linking it back to the importance of the information being shared. This reinforces the seriousness of the directive and helps manage expectations.

Preparation Required: Any Pre-Meeting Tasks

If attendees are expected to review any documents, prepare specific data, or think about certain questions beforehand, this should be clearly outlined. Provide links or attach relevant materials. This ensures that participants can contribute meaningfully to the discussion and that the meeting is productive from the outset.

Contact Information: For Questions and Absences

Include a designated point of contact for any questions regarding the meeting or its agenda. Crucially, also provide clear instructions on how employees should request an exemption or report an unavoidable absence. This typically involves contacting a specific manager or HR representative by a certain deadline.

Closing: Professional Sign-off

Conclude the memo with a professional closing, such as "Sincerely," "Regards," or "Best regards," followed by the sender's name and title.

Mandatory Staff Meeting Memo Sample

Below is a comprehensive sample memo that incorporates all the essential elements discussed above. This template can be adapted to fit the specific needs and context of your organization.

Sample Memo Content

MEMORANDUM

TO: All Employees

FROM: [Your Name/Department Head/CEO]

DATE: October 26, 2023

SUBJECT: Urgent: Mandatory All-Hands Staff Meeting – November 2, 2023

Dear All Staff,

This memo serves as formal notification of a mandatory all-hands staff meeting scheduled for Thursday, November 2, 2023. The primary purpose of this meeting is to discuss significant strategic initiatives for the upcoming fiscal year, review key performance indicators from the past quarter, and introduce new leadership personnel. Your attendance and active participation are essential as we align on our collective goals and future direction.

The meeting details are as follows:

- **Date:** Thursday, November 2, 2023
- **Time:** 10:00 AM – 11:30 AM [Time Zone]
- **Location:** Main Conference Room (Building A) AND Virtual via Zoom (Link Below)

Meeting Agenda:

1. Welcome and Opening Remarks (10:00 AM – 10:10 AM) – [CEO Name]
2. Q3 Performance Review and Key Learnings (10:10 AM – 10:30 AM) – [CFO Name]
3. Strategic Initiatives for Fiscal Year 2024 (10:30 AM – 11:00 AM) – [COO Name]
4. Introduction of New Team Members & Roles (11:00 AM – 11:15 AM) – [HR Director Name]
5. Q&A Session (11:15 AM – 11:30 AM)

Attendance is mandatory for all employees as the information presented will be critical to understanding our company's trajectory and individual contributions moving forward. Please make arrangements to ensure you are present for the entire duration of the meeting.

Preparation:

- Please review the Q3 Performance Report attached to this memo.
- Come prepared with any questions you may have regarding the strategic initiatives.

For those unable to attend in person, a Zoom link will be provided. Please ensure you test your connection prior to the meeting start time.

Virtual Meeting Link: [Insert Zoom Link Here]

Meeting ID: [Insert Meeting ID Here]

Passcode: [Insert Passcode Here]

If you have an unavoidable conflict and absolutely cannot attend, please submit a written request for exemption to your direct manager and the HR Department (hr@yourcompany.com) no later than 5:00 PM on October 30, 2023. Unexplained absences will be addressed by management.

We look forward to a productive session with all of you.

Sincerely,

[Your Name]

[Your Title]

Ensuring Compliance and Professionalism

Beyond the basic structure, several factors contribute to the compliance and professionalism of a mandatory staff meeting memo. Legal review might be necessary for memos addressing significant policy changes or employment terms to ensure they align with labor laws.

Tone and Language: Maintaining Professionalism

The tone of a mandatory meeting memo should be professional, firm, and respectful. Avoid overly casual language or jargon that might not be universally understood. Ensure the language clearly conveys the importance of the meeting without being unnecessarily authoritarian. Clarity in communication builds trust and understanding.

Distribution and Record-Keeping

Effective distribution channels are vital. Email is common, but consider other internal communication platforms if your organization uses them. It's also good practice to maintain a record of all distributed memos for future reference or potential audits. This documentation helps in demonstrating that all employees were duly informed of mandatory requirements.

Follow-Up and Reinforcement

A memo is just the first step. Following up with reminders closer to the meeting date and sharing meeting minutes or action items afterward can reinforce the message and ensure that the information is retained and acted upon. This also provides an opportunity to address any last-minute queries.

Frequently Asked Questions

What are the key components of a mandatory staff meeting memo?

A mandatory staff meeting memo should clearly state the purpose of the meeting, date, time, location (or virtual link), agenda items, the mandatory nature of attendance, and any required preparation from attendees. It should also include a point of contact for questions.

How can I ensure employees understand the 'mandatory' aspect of the meeting?

Explicitly state 'Mandatory Attendance' in the subject line and within the memo's body. Explain the importance of the topics being discussed and the expectation for all relevant staff to be present and engaged. Consider adding a sentence about follow-up or potential implications of absence if appropriate for your company culture.

What are best practices for distributing a mandatory staff meeting memo?

Distribute the memo through official company channels like email or an internal communication platform. Send it with sufficient advance notice (e.g., 3-5 business days) to allow for scheduling conflicts to be addressed. Consider a follow-up reminder closer to the meeting date.

How should I handle requests for absence from a mandatory meeting?

Establish a clear process for requesting an excused absence, typically requiring prior approval from a manager or HR. Outline what constitutes a valid reason for absence (e.g., pre-approved leave, medical emergency) and how information or decisions from the meeting will be shared with absent employees.

What are some common pitfalls to avoid in mandatory staff meeting memos?

Avoid vague language regarding the meeting's purpose, insufficient notice, unclear agenda, or not providing clear instructions for excused absences. Also, avoid making the memo sound overly punitive; focus on the value and necessity of the meeting.

Should I include an RSVP request in a mandatory meeting memo?

While attendance is mandatory, an RSVP can still be beneficial for logistical planning, such as catering or seating arrangements, especially for in-person meetings. Phrase it as a confirmation of attendance or to gauge numbers, rather than an option to decline.

What's the best way to frame the 'why' behind a mandatory meeting in the memo?

Clearly articulate the strategic importance or critical updates the meeting will cover. For example, 'This meeting is crucial for aligning on Q3 strategic initiatives,' or 'We will be discussing critical changes to our operational procedures that require everyone's immediate awareness and input.'

Additional Resources

Here are 9 book titles related to mandatory staff meeting memo samples, with descriptions:

1. *Effective Meeting Management: From Agendas to Action Items*

This book delves into the principles and practices of running successful meetings, emphasizing the crucial role of clear communication. It provides strategies for creating impactful agendas, facilitating productive discussions, and ensuring that meeting outcomes are translated into actionable steps. Readers will learn how to structure their meetings to be efficient and purposeful, directly impacting the effectiveness of any mandatory session.

2. *The Art of the Memo: Crafting Clear and Compelling Internal Communications*

Focusing on the written aspect of internal communication, this guide teaches the essential skills for composing persuasive and informative memos. It covers techniques for structuring a memo, choosing appropriate language, and tailoring the message to the intended audience. The book offers practical advice on how to effectively convey important information, such as the requirements and purpose of mandatory meetings.

3. *Mastering Workplace Communication: Strategies for Clarity and Influence*

This comprehensive resource explores various facets of professional communication, with a strong emphasis on clarity and impact. It offers insights into different communication channels and their effective use within an organization. The book provides tools and frameworks for ensuring messages, like those for mandatory meetings, are understood, accepted, and acted upon.

4. *The Manager's Handbook for Productive Team Meetings*

Designed for leaders, this handbook offers practical guidance on organizing and leading team meetings that are both efficient and productive. It covers everything from planning and preparation to follow-up, ensuring that every meeting serves a clear purpose. The book highlights how well-executed meetings can boost team morale and achieve organizational goals, making mandatory sessions more valuable.

5. *Writing for Impact: Essential Business Writing Skills*

This book equips professionals with the fundamental skills needed to write impactful business documents, including memos. It stresses the importance of conciseness, clarity, and tone in conveying messages effectively. By mastering these principles, individuals can ensure their mandatory meeting memos are well-received and achieve their intended objectives.

6. *Teamwork and Collaboration: Building High-Performing Groups*

This title explores the dynamics of effective teamwork and how to foster a collaborative environment. It highlights the role of communication in team

success and offers strategies for building trust and shared understanding. The book underscores how well-communicated information, such as directives for mandatory meetings, can contribute to a more cohesive and effective team.

7. *Organizational Communication: Theory and Practice for the Modern Workplace*
This academic yet practical book examines the intricacies of communication within organizations. It covers various theories and their practical applications, providing a foundational understanding of how messages flow and are interpreted. The book offers insights into designing communication strategies that ensure mandatory announcements, like meeting invitations, are disseminated effectively.

8. *Leadership Communication: Connecting, Inspiring, and Driving Results*
This book focuses on the essential communication skills that leaders need to inspire their teams and achieve organizational objectives. It delves into how to communicate vision, expectations, and directives in a way that fosters buy-in and action. The principles outlined are directly applicable to ensuring mandatory meeting communications are met with engagement and understanding.

9. *The Professional's Guide to Business Correspondence: Memos, Emails, and Reports*
This practical guide provides a comprehensive overview of various forms of business correspondence, with a specific focus on memos. It offers templates, examples, and best practices for crafting professional and effective written communications. The book serves as a valuable resource for anyone needing to compose clear and directive messages, such as those required for mandatory staff meetings.

Mandatory Staff Meeting Memo Sample

Crafting the Perfect Mandatory Staff Meeting Memo: A Comprehensive Guide

This ebook delves into the crucial art of writing effective mandatory staff meeting memos, exploring their significance in maintaining clear communication, boosting employee engagement, and driving overall organizational success. We'll examine best practices, common pitfalls, and provide actionable templates to ensure your memos are impactful and well-received.

Ebook Title: The Ultimate Guide to Writing Effective Mandatory Staff Meeting Memos

Contents:

Introduction: The Importance of Effective Communication in the Workplace

Chapter 1: Planning Your Staff Meeting: Defining Objectives, Target Audience, and Agenda Setting

Chapter 2: Structuring Your Memo: Crafting a Clear, Concise, and Engaging Message

Chapter 3: Essential Elements of a Mandatory Staff Meeting Memo: Subject Line, Date, Time,

Location, Agenda Items, Call to Action, and Contact Information

Chapter 4: Writing Styles and Tone: Maintaining Professionalism while Fostering Engagement

Chapter 5: Utilizing Visual Aids and Multimedia: Enhancing Comprehension and Retention

Chapter 6: Distributing and Following Up on Your Memo: Ensuring Maximum Reach and Engagement

Chapter 7: Measuring the Effectiveness of Your Memo: Analyzing Feedback and Making Improvements

Chapter 8: Legal Considerations and Compliance: Avoiding Pitfalls and Ensuring Legal Adherence

Conclusion: Reinforcing the Value of Well-Crafted Staff Meeting Memos

Detailed Outline Explanation:

Introduction: This section emphasizes the critical role clear communication plays in a successful organization, highlighting how poorly written memos can negatively impact productivity, morale, and overall performance. It sets the stage for the importance of mastering memo writing.

Chapter 1: Planning Your Staff Meeting: This chapter guides readers through the pre-writing process, stressing the importance of defining clear objectives for the meeting, identifying the target audience, and meticulously crafting a detailed agenda that addresses those objectives effectively. It emphasizes the "why" behind the meeting.

Chapter 2: Structuring Your Memo: This section delves into the structure of the memo itself. It emphasizes clarity, conciseness, and the use of strong opening and closing statements to grab attention and leave a lasting impression. It covers the principles of effective writing for business communication.

Chapter 3: Essential Elements of a Mandatory Staff Meeting Memo: This chapter details the critical components of a successful memo, including a compelling subject line, precise date, time, and location details, a comprehensive agenda, a clear call to action, and readily available contact information. It provides a checklist for memo creation.

Chapter 4: Writing Styles and Tone: This section focuses on the importance of maintaining a professional yet engaging tone. It explores different writing styles and offers practical advice on adapting the tone to suit the context and audience. It emphasizes the balance between formality and approachability.

Chapter 5: Utilizing Visual Aids and Multimedia: This chapter explores the use of visual elements, like charts, graphs, and images, to enhance understanding and engagement. It also touches upon incorporating multimedia elements where appropriate to improve comprehension and information retention.

Chapter 6: Distributing and Following Up on Your Memo: This section addresses the practical aspects of disseminating the memo effectively, maximizing reach, and ensuring everyone receives and understands the information. It also covers the importance of follow-up to address any questions or concerns.

Chapter 7: Measuring the Effectiveness of Your Memo: This chapter focuses on evaluating the success of the memo, gathering feedback, and making improvements for future communications. It explores methods for assessing employee understanding and engagement.

Chapter 8: Legal Considerations and Compliance: This crucial chapter explores potential legal ramifications related to mandatory meetings and the information shared within them. It offers guidance on ensuring compliance with relevant regulations and avoiding legal pitfalls.

Conclusion: This section summarizes the key takeaways, reinforcing the vital role of well-crafted memos in fostering effective communication and achieving organizational goals. It leaves the reader with a confident understanding of best practices.

Sample Mandatory Staff Meeting Memo

Subject: Mandatory Staff Meeting: [Date] at [Time] - [Meeting Topic]

Date: October 26, 2023

To: All Staff

From: [Your Name/Department]

This memo serves as notification of a mandatory staff meeting scheduled for [Date] at [Time] in [Location]. This meeting is crucial for [briefly state the purpose of the meeting, e.g., discussing Q4 performance, implementing new software, etc.].

Agenda:

Review of [Topic 1]

Discussion of [Topic 2]

Q&A Session

Action Planning

Your attendance is mandatory. If you have any questions or require special accommodations, please contact [Contact Person] at [Contact Information] by [Date].

SEO Optimization Strategies

Throughout this ebook, I will incorporate relevant keywords such as "mandatory staff meeting," "memo sample," "employee communication," "internal communication," "meeting agenda," "business writing," "professional communication," "communication strategy," "meeting notification," "effective communication," and long-tail keywords like "how to write a compelling mandatory staff meeting memo," "best practices for mandatory staff meeting memos," and "legal considerations for mandatory staff meetings." The headings will follow an H1, H2, H3 structure for optimal SEO. I will also use internal and external links to relevant resources.

FAQs

1. What makes a staff meeting memo mandatory? Legally, a memo isn't inherently "mandatory" unless contractual obligations or company policies explicitly state attendance is required. However, the term "mandatory" conveys urgency and expectation of attendance.
2. How far in advance should I send a mandatory staff meeting memo? Ideally, send the memo at least a week in advance to allow ample time for preparation and scheduling.
3. What if an employee can't attend a mandatory staff meeting? Establish a clear process for excused absences and ensure alternative methods for communication and information dissemination are available.
4. What should I do if employees consistently ignore mandatory meeting memos? Address the issue through direct communication, performance reviews, or company-wide policy reinforcement.
5. Can I use informal language in a mandatory staff meeting memo? While maintaining a professional tone is essential, adjusting the formality to match your company culture can be acceptable. Avoid slang or overly casual language.
6. How can I make my mandatory staff meeting memos more engaging? Use storytelling, visuals, and concise language to keep readers interested and informed.
7. What are the legal implications of not properly notifying employees of mandatory meetings? Depending on context, failure to provide adequate notice can lead to legal disputes regarding fairness, due process, and compliance with labor laws.
8. How can I measure the effectiveness of my mandatory staff meeting memos? Collect feedback through surveys, informal discussions, and observe employee engagement during the meeting itself.
9. What are some examples of effective call to actions in mandatory staff meeting memos? "Please RSVP by [date]," "Prepare for a discussion on [topic]," "Come ready to contribute your ideas."

Related Articles

1. Effective Meeting Management Techniques: Strategies for planning and running efficient and engaging meetings.
2. Improving Internal Communication Strategies: Methods for enhancing communication flows within the organization.
3. Building a Strong Company Culture Through Communication: How effective communication fosters a positive work environment.
4. Legal Compliance in the Workplace: A comprehensive guide to legal requirements in the employment context.
5. The Power of Visual Communication in the Workplace: How visuals enhance understanding and engagement.

6. Creating Engaging Employee Training Programs: Strategies for designing effective training materials and programs.
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8. Best Practices for Conflict Resolution in the Workplace: Strategies for managing and resolving workplace conflicts effectively.
9. Developing a Robust Communication Plan for Crisis Management: How to prepare and respond effectively during organizational crises.

mandatory staff meeting memo sample: *The HR Toolkit: An Indispensable Resource for Being a Credible Activist* Denise Romano, 2010-04-16 Resolve any HR issue in a snap! Solving office problems before they escalate marks the difference between success and failure for any HR professional. The HR Toolkit provides what you need to resolve every imaginable challenge—saving your company time and money. With a handy indexed listing of the most common workplace conflicts and solutions, The HR Toolkit offers simple, actionable techniques you can start using right away. In no time, you'll be an expert on every issue and situation you face, including: Conflict resolution Performance management Job design Employee selection Workplace culture Codes of ethics Medical leave Fair labor standards Workplace Violence and Bullying Competitive Corporate Governance The HR Toolkit packs everything you need into one handy volume to help you increase both productivity and your company's bottom line by solving problems with diplomacy and skill. Praise for The HR Toolkit Dozens of sample memos, policies, training aids, exercises, checklists and more that readers can use immediately for a wide range of HR tasks. Author Denise A. Romano, an HR professional for more than 14 years, does more than offer sample documents and review laws relevant to HR. She urges HR professionals to be "credible activists" who are willing—and well-trained enough—to point out when their companies are violating laws or just handling things improperly through inadvertent errors. She also addresses HR professionals' worries—including advising them on coping with workplaces that devalue HR. —SHRM/HR Magazine

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mandatory staff meeting memo sample: *Ask a Manager* Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin

Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

mandatory staff meeting memo sample: Basic Guide to the National Labor Relations Act United States. National Labor Relations Board. Office of the General Counsel, 1997

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mandatory staff meeting memo sample: Business Writing That Works Cynthia Lynch Bischoff, 1997-07 *BUSINESS WRITING THAT WORKS!* is a practical, indispensable guide based on an award-winning national workshop that shows how to master business writing tasks that face professionals everyday. The 10 chapters provide useful tips on how to: write for different business audiences; project a positive, natural, & personal tone; eliminate wordiness & overused expressions; maintain a succinct & clear style; write effective letters, memos, & e-mail; tactfully deliver negative news; identify & eliminate major grammar errors; use lists to your business' advantage; & learn to correct the top 100 word choice errors. The 4 appendices provide: grammar assistance; letter & memo typing information; exercises for further development; & answers to exercises. The author teaches in the MBA program at Old Dominion University & consults extensively in business writing & communications. Early reviews of *BUSINESS WRITING THAT WORKS!*: Cynthia Bischoff has hit a home run--a grand slammer--with *BUSINESS WRITING THAT WORKS!* She shares a practical, applied treasury of immediately useful business writing ideas & approaches.--Fred Talbott, Communications Specialist & Professor, Vanderbilt University. Order from: White Raven Press, 115 Conway Avenue, Norfolk, VA 23505-4421. Phone: 757-451-0751, FAX: 757-683-6052; E-mail: bischof@exis.net.

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mandatory staff meeting memo sample: *New York Magazine* , 1992-09-07 *New York Magazine* was born in 1968 after a run as an insert of the *New York Herald Tribune* and quickly made a place for itself as the trusted resource for readers across the country. With award-winning writing and photography covering everything from politics and food to theater and fashion, the magazine's consistent mission has been to reflect back to its audience the energy and excitement of the city itself, while celebrating New York as both a place and an idea.

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mandatory staff meeting memo sample: *School, Family, and Community Partnerships* Joyce L. Epstein, Mavis G. Sanders, Steven B. Sheldon, Beth S. Simon, Karen Clark Salinas, Natalie Rodriguez Jansorn, Frances L. Van Voorhis, Cecelia S. Martin, Brenda G. Thomas, Marsha D. Greenfeld, Darcy J. Hutchins, Kenyatta J. Williams, 2018-07-19 Strengthen programs of family and community engagement to promote equity and increase student success! When schools, families, and communities collaborate and share responsibility for students' education, more students succeed in school. Based on 30 years of research and fieldwork, the fourth edition of the bestseller *School, Family, and Community Partnerships: Your Handbook for Action*, presents tools and guidelines to help develop more effective and more equitable programs of family and community engagement. Written by a team of well-known experts, it provides a theory and framework of six

types of involvement for action; up-to-date research on school, family, and community collaboration; and new materials for professional development and on-going technical assistance. Readers also will find: Examples of best practices on the six types of involvement from preschools, and elementary, middle, and high schools Checklists, templates, and evaluations to plan goal-linked partnership programs and assess progress CD-ROM with slides and notes for two presentations: A new awareness session to orient colleagues on the major components of a research-based partnership program, and a full One-Day Team Training Workshop to prepare school teams to develop their partnership programs. As a foundational text, this handbook demonstrates a proven approach to implement and sustain inclusive, goal-linked programs of partnership. It shows how a good partnership program is an essential component of good school organization and school improvement for student success. This book will help every district and all schools strengthen and continually improve their programs of family and community engagement.

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workplace bias while centering women of color. Few would disagree that inclusion is both the right thing to do and good for business. Then why are we so terrible at it? If we believe in the morality and the profitability of including people of diverse and underestimated backgrounds in the workplace, why don't we do it? Because, explains Ruchika Tulshyan in this eye-opening book, we don't realize that inclusion takes awareness, intention, and regular practice. Inclusion doesn't just happen; we have to work at it. Tulshyan presents inclusion best practices, showing how leaders and organizations can meaningfully promote inclusion and diversity. Tulshyan centers the workplace experience of women of color, who are subject to both gender and racial bias. It is at the intersection of gender and race, she shows, that we discover the kind of inclusion policies that benefit all. Tulshyan debunks the idea of the “level playing field” and explains how leaders and organizations can use their privilege for good by identifying and exposing bias, knowing that they typically have less to lose in speaking up than a woman of color does. She explains why “leaning in” doesn't work—and dismantling structural bias does; warns against hiring for “culture fit,” arguing for “culture add” instead; and emphasizes the importance of psychological safety in the workplace—you need to know that your organization has your back. With this important book, Tulshyan shows us how we can make progress toward inclusion and diversity—and we must start now.

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