

February 2022

Association of Northwestern
University Women

ANUW WINTER NEWSLETTER 2022

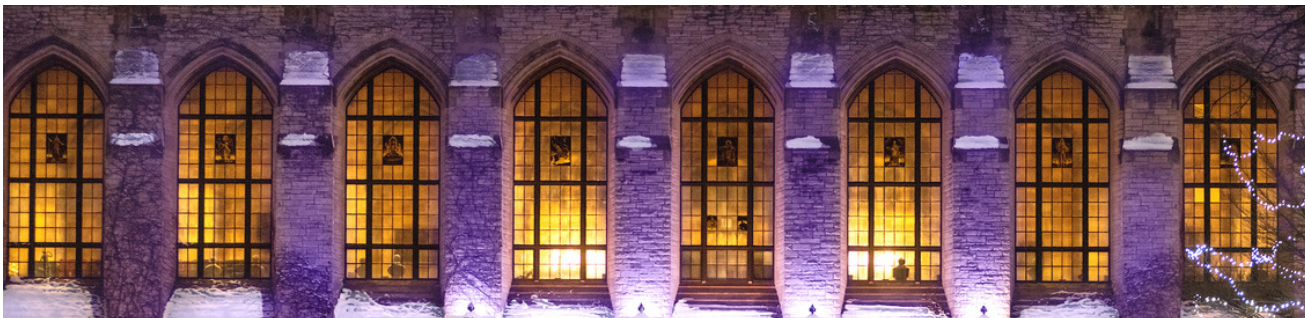


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**“Success is liking yourself, liking
what you do, and liking how you
do it.”**

- Maya Angelou

ANUW PRESIDENT'S LETTER

from Shereen Olickal

Dear ANUW community,

It is my pleasure to introduce you to this year's ANUW Winter Newsletter! I'm happy to share what the Board has been up to.

In October, we were thrilled to host the Virtual Fall Breakfast where keynote speaker Dr. Robin Means Coleman shared lessons learned from her career and advice for ANUW members navigating changes at work and at home. The Programming Committee worked hard to ensure a smooth virtual event!



In November, the Membership Committee hosted an informal coffee chat centered around traditions. This coffee chat provided a quick, low-pressure opportunity to network with other ANUW members across the university.

The Mentoring Program Committee recently launched the new Mentoring Program cohort – “Trailblazing the Unmarked Path.” The Mentoring Program provides the opportunity for ANUW members to form new connections in a formally guided and flexible program.

In December, we presented the ANUW Leadership Awards at the Member Appreciation Trivia event, hosted by the Membership Committee and led by our Vice President, Rebekah Sigman. Thank you to everyone who participated in this fun event! The annual ANUW Leadership Awards recognize women who shine as exemplary leaders for others. I found great joy in reading the heartfelt nominations for the Leadership Awards.

The Leadership Development Committee has grown their Microsoft Teams channel for ANUW members to learn more about leading ourselves and others with shared articles, podcasts, and workshops. The Committee is focusing on planning learning opportunities for the rest of FY22.

Our Publicity Committee has been hard at work “behind the scenes” to bring this accessible and bright newsletter to you this winter. They have also been compiling the bi-weekly ANUW Connection emails, alternating between career-focused emails and event-focused emails while including hundreds of job postings that ANUW members have been sharing!

The ANUW Board is a reflection of what happens at Northwestern, so this year, more than half of our Board is comprised of first-time Board members! We have been taking time to reflect and renew so we can serve ANUW members with clarity and focus for the remainder of this fiscal year.

I know that 2021 was...a lot. Uncertainty is the hallmark of our times. You might be looking for something to feel like you belong here. I hope that ANUW can help you build connections, skills, and even friendships across our institution. You can join a committee, contribute on the Leadership Teams channel, or attend an event here and there. No matter how you engage with ANUW, I'm happy you're here.

With gratitude and kindness,

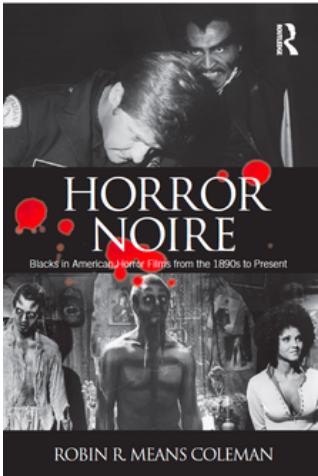
Shereen Olickal

ANUW President

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FALL BREAKFAST RECAP

Written by Susan Held



Horror films is one area of expertise for Dr. Robin Means Coleman, yet Dr. Coleman's Fall Breakfast keynote spanned many genres – comedy, documentary, drama. Dr. Coleman held our ANUW Zoom audience rapt while she discussed her career path and shared advice for our members.



Dr. Coleman's official title is "Vice President and Associate Provost for Diversity and Inclusion, Chief Diversity Officer, and the Ida B. Wells and Ferdinand Barnett Professor in the Department of Communication Studies [with] courtesy appointments in the Department of Radio/Television/Film and in the Department of African American Studies in the Weinberg College of Arts and Sciences." As if that wasn't enough, attendees were ready to grant her the courtesy title of Meme-er in Chief. We weren't sure whether to laugh or cry at this one:



Dr. Robin Means Coleman shared this Meme with our audience during the ANUW Fall Breakfast

Dr. Coleman has been on the faculty and staff at several other universities, most recently Texas A&M, and gave great advice for those making a transition to a new role. She discussed best practices for starting a new leadership position—take time for a listening tour, gather data, hold off on major decisions—but acknowledged that in reality, you'll rarely have time for these. Instead, new leaders will need to differentiate between that which is urgent and that which is actually a crisis. You need a team to handle crises while others continue to move the mission of the institution forward.

Dr. Coleman arrived at Northwestern at a time when Diversity, Equity and Inclusion offices are under higher pressure than ever ([see DEI Staff Are Burnt Out. Here's Why from The Chronicle of Higher Education](#)). Students and faculty have asked the university to do more to support DE&I efforts. While many are feeling disenchanted with the current state of affairs, Dr. Coleman remains optimistic: *"We cannot lead with a narrative that everything is broken here,"* she advised. Rather than relying on the old *"Go big or go home"* adage, she instead suggests that we work on making change where we can.

Dr. Coleman encouraged everyone at the event to take at least one training every quarter, working as though you're building your resume for the next job. On a day-to-day basis, she suggested that we each have a "crisis kit" at the office, whether that's a change of clothes or anything else we might need to prepare for unexpected long hours or a surprise high-profile meeting.

As we considered how we might develop and continue to grow as leaders, Dr. Coleman asked us each to reflect on three possible "origin stories" for change and growth:

- trauma and stress-induced growth
- destiny OR
- sheer chance.

Each of these three possible origin stories have a played a part in her own story, she said.

Perhaps we can't all be superheroes, but we all have our own sphere of influence where we can work to make Northwestern a more diverse, equitable, inclusive, and successful institution.

We are very grateful that Dr. Robin Means Coleman was able to spend this quality time with us for our ANUW virtual breakfast in October. Her words (Memes and pictures) enlightened us and will continue to inspire us! Perhaps even made up for the lack of all-you-can-eat bacon and muffins usually at our in-person ANUW Fall Breakfast.

The State of the Workplace: A World of Difference for Women

Article with a Series of Interviews

Compiled and Written by Imani Davis and Josephine Anderson



COVID-19 and the changing world dynamics have changed the workplace forever, especially for women. Has this been a positive or negative change? OR potentially somewhere in between? ANUW is dedicated to encouraging and supporting the professional development of all those who self-identify as women on staff and in administration at Northwestern. The line has been blurred between work and home, and there is now a different playbook required for navigating work as best as we can. We asked various ANUW members to submit their thoughts and opinions on how conditions at Northwestern have changed and how they currently (January 22') are career-wise since the beginning of the pandemic.

Thinking back to January 2020, what have been your best methods for balancing WFH (Work From Home) and returning to campus offices?

"In my area, we've been asked to be in our offices two days per week, in two different teams. So that means that about half of my colleagues are in our office spaces Monday and Tuesday and half Wednesday and Thursday. I really enjoy working with people, so it has been a bit difficult to navigate – we can have informal meetings (masked, of course) on the days we're in the office, but only with those on the same schedule. If there's a meeting that includes everyone, then we're all on Zoom, whether we are in the office or not." - Victoria Getis, Director - Teaching & Learning Technologies, Northwestern IT

"I think ahead of time about the environment I'm going to be in and which will have more noise and distractions. I try to save the easy work for that one" -Anonymous

“Balancing WFH is a daunting task, especially if you have small kids. You really have to balance your schedule with their schedule. I relied heavily on Routine, Discipline, and Adapting. Discipline - do it everyday as often as possible, the same schedule- its hard, especially being at home- but it is a must. Adapt - At home things happen, your kid is sick, a water pipe burst, the internet is out! (all happened to me within the pandemic). You have to adapt/prioritize what you can & cannot do and be sure to communicate it with everyone- at home and at work. Going back to the office, I set clear boundaries based on my and the office needs.” - Crystal Santillanes, Research Operations Manager - Radiology

Are there any suggestions or advice you would like to share with others as they may be new to returning to office or campus?

“For those of us lucky enough to have quiet, comfy office spaces in our homes, the cubicle life will never measure up, but try to bring in updated family photos and favorite snacks to make your office feel a little more like home. Also, I recommend Feliway plug-ins if you have a cat who is struggling to adjust to the new schedule and misses you at home.” - Anonymous

“Pre-pandemic a large group of the workforce kept work and home life separate; however, the pandemic has made it where we work where we live, fusing the two. Going back to the office, be self-aware and aware of others. Many people are at different stages of their return to campus - some have been back for months, others never left- communicate if you don't feel comfortable. Be comfortable with asking others to mask if they are not. Go at your own pace, have an honest conversation with your manager about your comfort level for returning.” - Crystal Santillanes

“If you are new to campus or to your office, you may need to ask for some of the on-boarding activities that happened prior to the pandemic, such as a tour of the space, introductions to colleagues in nearby spaces, and insider information, like the best place you can get coffee without walking across campus.” - Victoria Getis

How have your communications or engagements with colleagues and other Northwestern staff changed? OR How has your outlook on societal and cultural viewpoints changed?

"I find myself connecting with colleagues via chat and quick video calls, rather than by walking down the hall to ask a question. My engagement with instructors – the main group of university people my office supports – has expanded from mostly email and phone to include video calls, which I think adds a level of depth and interest to our interactions." - Victoria Getis

"I have more communications and engagement with my colleagues and my team! My first interaction with anyone is genuine- 'How are you?' and we take the conversation as far as they like and take note of changes. People in general are dealing with a lot and some light conversation may help with taking a breather from their challenges." - Crystal Santillanes

"My colleagues and I have grown closer to each other in these tough times, and our commitment to each other is much stronger than our commitment to the institution, since we have no confidence in the institution's commitment to us. It has been clear throughout the pandemic that we cannot count on our government or our employers to take care of us; we have to take care of ourselves and each other. It's also clear that we need more unions on campus because it's harder to ignore a formal collective bargaining unit than it is to ignore a bunch of individual voices." - Anonymous

How do you view the future for entities like Northwestern with data showing many women leaving workplaces due to a lack of DE&I and experiences of not belonging?

"My colleagues who are parents have been facing an enormous amount of disruption and uncertainty. From closed schools to layoffs to illness – it's been nearly two years of one problem after another. Sometimes that means others have to carry the load; sometimes that means delays in getting the work done. I think it is more imperative than ever that we recognize these issues and address them, but also recognize that these are not women's burdens alone – in my department, there are both male and female staff who are responsible for the bulk of the childcare in their families. We need to create systems that acknowledge the importance of this work. (A few examples might include university childcare, university-staff-supervised remote learning, and an ability to share sick days among staff members.)" - Victoria Getis

"Today's world is focused on how to conduct everyday tasks bearing COVID in mind. Unfortunately, enabling women in the workplace is not a priority. I am hopeful larger entities realize women in the workplace in times of COVID is also crucial for everyday tasks before it is too late. We, as women, have so much to offer in addition to perspective." - Crystal Santillanes

"Northwestern is going to fall even further behind because it refuses to respond with urgency to issues of DE&I and employee satisfaction. The endowment, faculty, and students are the clear priorities at the institution, and staff are expendable. Not all workplaces are like this, and with the increase in remote work opportunities elsewhere it's easier for those of us whose values differ to leave. Northwestern will continue to expect white women and people of color to do unpaid work to serve on DE&I committees, organize "community building" events, and perform all of the emotional labor associated with retaining vulnerable students and colleagues." - Anonymous

Professionally, what do you hope for in this new normal? What are you optimistic about? What are areas in the workplace that still need change?

"I hope that the skills we have all learned about incorporating technology into our work – whether it is teaching or running a committee remotely – are just the starting point. I'm optimistic that we will help our community members cope with the effects of the pandemic and remain sensitive to their varied experiences and that we can lean on each other to get through this all. At the university, I hope that we use this experience as a spur to reexamine many of our long-standing practices when it comes to hiring, staffing, work practices, and benefits. At the local, state, and national levels, I hope that we engage in a conversation– and adopt new policies and programs – about care-giving, health care, child care, education, policing, and income that is desperately overdue." - Victoria Getis

"I hope that fully-remote (or optionally remote) positions become the norm for as many areas as possible, and that this will lead to better opportunities for people with disabilities and/or caregiving responsibilities. I'm optimistic that this will change in some industries that are more agile than higher education. I hope that we can normalize staying home and wearing masks when you're not feeling well, because no one wants to catch a cold or the flu at the office." - Anonymous

“The new normal has me optimistic for women in the workplace! I have always wanted it all, kids, be there for drop-off, go to work, come back for pick up, be there for dinner, and put my kids to bed. In this new normal, we can! There is flexibility to do everything and be everywhere, remote allows us to connect at a moment's notice and flexible schedules allow us to do our end of the day wrap-up after our kids are in bed. Areas needing change are mindsets of us as a collective. Many female colleagues tell me, 'I am afraid to let my kids be seen during my zoom meetings.' The reasoning is lack of acceptance and feeling they will get in trouble. This feeling is not just of one person and this is part of the entity's culture. We need to be inclusive but moreover people in the workplace need to feel the inclusivity. Feeling you have to hide vital parts of your life at work is not a culture of inclusivity.” - Crystal Santillanes

Throughout these responses, we can see that everyone's experience is a mixed bag of emotions. How do we define the experiences and the altering effects of a pandemic on our work lives? Can we separate work life from personal life, or at least in the same manner we used to? When we see the divide between those with options and those without options, what are each of us doing to lessen the divide and build equity for all? Will employers and co-workers value women's care of children or elders or self with the same 'honor' as they show men? Ask yourselves, when a male leaves early or arrives late to take care of home life situations are men treated the same as when a woman does the exact same thing? During WFH virtual meetings are moments of childcare 'viewed' in the same manner for women as men?

What are we doing to break down biases and create equity and belonging for all women - women of all demographics? Equity and belonging should be a given not a reward or even an ask. Are all women being treated with equity and belonging? Are we as a university and as society recognizing and truly valuing women's 'work'? Within this space of time the distractions have shifted and we are recognizing bias and imbalances in work and life-in care, whether family, child, elder or self care. We notice women doing same work as men where a woman may have to work two years for the same wage as a man working one year. Yes, this wage data can be variable, perhaps three years of woman's work to match two years wage of man's work, or four woman years for three man salary years. Think about how this inequity impacts each of us, those around us, those beyond us, and society. The ramifications of inequity are beyond words of diversity, equity, inclusion, there must be action steps that each of us take to change the dynamic for all to have work lives that are fair lives.

Priorities have shifted our balances. We no longer view work and life as ‘balanced’ as previous to this time shift. The pandemic’s effects on our professional lives collectively may be easier to comprehend than the way it has affected each of us personally. Each of us personally comes from different situations where a pandemic hits harder or softer depending on status and station. Kimberle Williams Crenshaw states, *“Intersectionality draws attention to invisibilities that exist in feminism, in anti-racism, in class politics, so, obviously it takes a lot of work to consistently challenge ourselves to be attentive to aspects of power that we don’t ourselves experience.”* As hard questions began to be asked around the pandemic, the world’s inequities came to light, swirling to open eyes, ears and lives to what many of us were already experiencing. This time has brought issues of humanity and inhumanity to open and shatter windows and doors. As staff, as people, and as a university community, it is important to address these questions. One answer seems clear, once we value each other and ourselves, we find answers to unanswered questions.



Hidden Gem: Library Lighthouse Beacon of Light The Melville J. Herskovits Library of African Studies

Written By Esmeralda Kale' and Josephine. Anderson

The Melville J. Herskovits Library of African Studies is one of the libraries located within the University Library on the Evanston campus of Northwestern University. Founded in 1954, it serves as a world-renowned resource, a lighthouse, a welcoming beacon lighting the pathway for graduate students, faculty, scholars and dignitaries from across the world who are engaged in the study of Africa. The Herskovits Library serves as the collection of record on Africa in the United States and as such the collections within it expand beyond boundaries, walls, classrooms, and campus.

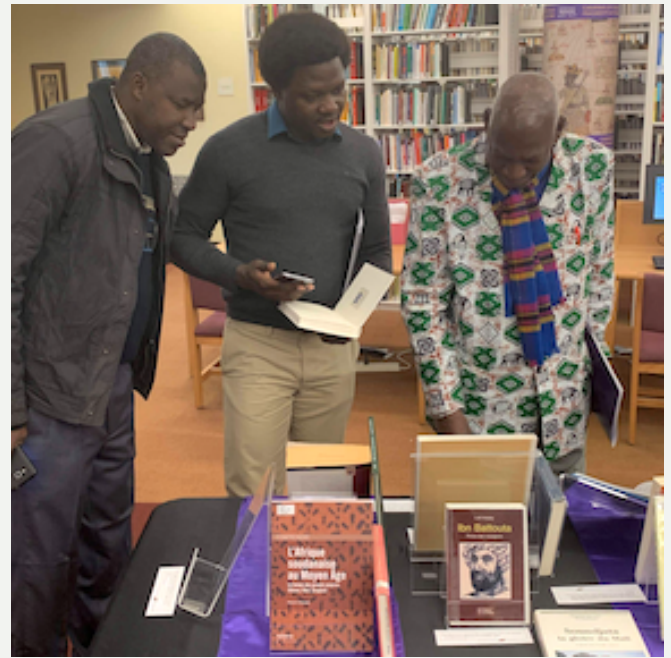


Dr Zakaria Ahmed Salim, His Highness, Muhammad Sanusi II, Emir of Kano, and the wife of the Emir attend an exhibit of materials on Kano in the Herskovits Library 2018.

The Herskovits Library is one of the largest separate collections of Africana in existence. Graduate students from across the United States and throughout the world regularly visit to explore our collections of primary and secondary source materials to complete their research and scholarship. Our reference area serves as a place for research, and as a space where pop-up exhibits take place as we welcome visitors. A great deal of networking takes place in this area, visitors mingle with our regular users establishing connections.

The Herskovits Library of African studies moved into its current home on the 5th floor, East Tower of University Library in 1970. The collections range from Arabic manuscripts from West Africa, to artists books, posters, photograph collections, film, games, newspapers, government documents, ephemera, grey literature and extensive archives. In addition to some of the gems listed above our holdings consist of materials published in Africa and from other parts of the world. It reflects an honest transparent conversation of African voices in dialogue with voices and opinions from other parts of the world. We collect at all levels from picture books for early readers, in all languages and almost all subjects, supporting PhD research and beyond.

Northwestern University's Block Museum's "Caravans of Gold" exhibit curated by Kathleen Bickford Berzock is an excellent example of how the Herskovits Library collection can be utilized to support ground breaking and inspiring research of unexplored areas in unexpected ways. Presently, the "Caravan's of Gold" exhibit is at the Smithsonian Institution and has traveled the world. The exhibit now travels beyond walls to exist in the virtual world as it has developed into a mobile app using minimal computing for global accessibility and inspires wonder to all ages.



L to R -Some of the archaeologist who worked on Caravans of Gold exhibit and book - Mamadou Cissé, Abidemi Babalola, Mamadi Dembele attend an exhibit at the Herskovits.

In 2014, the collection expanded into the 5th floor South Tower of University Libraries, while parts of the collection were moved off campus due to limited space in the Library towers. Our acquisitions budget enables us to expand in new subject areas while strengthening existing ones. It allows Northwestern to maintain a collection of excellence that supports interdisciplinary research and discovery. We welcome you to come visit, discover, explore, and find a place of belonging!



Esmeralda Kale', George and Mary LeCron Foster Curator- discussing materials from the collection with a group of visiting students



Library Assistants Crystal Martin and Gene Kannenberg Jnr welcome NUALum, the Mayor of Bentol City, Liberia. Mrs Christine Tolbert Norman, (middle) June 2017 to the Herskovits.

Second Annual ANUW Awards

In December 2021, ANUW hosted our annual Membership Appreciation event, which was a virtual trivia event to celebrate one another's accomplishments from the year, network casually, and unwind as a community. At this event, we announced the winners of the 2nd Annual ANUW Leadership Awards.

The annual ANUW Leadership Awards aim to honor ANUW members who have made contributions to women's leadership through service, including the ANUW board or committees, mentoring programs, or community organizations. In 2022, we will open the application for next year's winners so that members can nominate one another throughout the year. Keep an eye out for that notification in 2022!

Christine Ganjani

IT Communications Specialist
Northwestern Information Technology

Nominator quote: "On my very first day of work, Chris told me to join ANUW. She could not say enough about the value she felt membership has brought to her career at Northwestern."

Chris is an IT Communications Specialist for NU Information Technology. Chris has been with NU for 14 years and served as a mentor in the inaugural cohort of the ANUW Mentoring Program. Chris has continued to serve as a mentor, mentor advisor, and on the mentor/mentee selection committee. Chris's nominators spoke highly of her mentorship of women in the male-dominated field of IT and of her commitment to ANUW. The heart of ANUW is our membership, and word of mouth is our most valuable communication tool. It is members like Chris who keep our organization going. Congratulations and thank you, Chris!

Jen Chin

Senior Associate Director, Reunion
Alumni Relations & Development

Nominator quote: "Her leadership is still felt on the board as she was heavily impactful in getting me involved in ANUW about 5 years ago."

Jen is a Senior Associate Director for Reunion within ARD and has been with NU for 12 years. In her decade of membership with ANUW, Jen has participated in the mentoring program, served as a mentoring committee member, Vice President, President, and Past President. One nominator stated, "Jen was actually the person who recommended me for my first job at NU 5 years ago, so I have felt her mentorship and support of women at NU for many years. This is just one of many examples of how she has impacted women across the university over the years. She also is a great mentor to her team in Reunion programming at ARD where she supports women on her team to take the next steps in their career." Congratulations and thank you, Jen!

2021 - 2022 ANUW Executive Board

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