

2020 SPRING
NEWSLETTER

Northwestern

ANUW

ASSOCIATION OF
NORTHWESTERN UNIVERSITY
WOMEN

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Hello ANUW members,

First and foremost, there is no shying away from the reality of the COVID-19 pandemic and the history-making events we are currently living through. I want to assure you that during this time, our commitment to supporting our ANUW members, and the work of our fellow affinity organizations, remains more important than ever. In the uncertainty of the past few months, the ANUW community has shown resilience and creativity as we transitioned to the virtual world.



Prior to the stay-at-home order, the Mentoring Committee welcomed 144 program participants and hosted the annual Kickoff Breakfast. We also shared time together at *The Moment of Lift* and *The Great Believers* book discussions and at the Winter Speaker Panel, held on both Chicago and Evanston campuses. Once at home, the Programming and Mentoring Committees quickly adapted to the virtual platform, redesigning the Brown Bag lunches and Skill Building Workshop events, as well as developing new offerings like the weekly Coffee Chat for ANUW members to come together virtually.

The monthly Event Scoop email blast received a revamp and rebrand from the Publicity Committee. Look out for the NEW "ANUW Connection" in your inbox at the beginning of each month for details on our upcoming events:

- Skill Building Workshop: Partnering with your Manager | Tuesday, June 23
- Pathways to Success: Jeri Ward, VP for Global Marketing and Communication | Tuesday, July 28
- Networking Mixer | July TBD

A big thank you to the eight women speakers that joined us in February for the Winter Speaker Panel and to Amy Conn, Learning & Organization Development Specialist, for leading our virtual May Mentoring Workshop.

This summer, the board will begin planning for FY21 and preparing for the transition of leadership, so with that, I'd like to express my immense gratitude to those that served on the board during this unprecedented year. I am incredibly proud of their accomplishments and commitment to identifying new ways to engage with and support our members.

Looking ahead we would like to acknowledge the continued commitment of our members and our collective support to our community. For more than 30 years, the unique ideas and diverse perspectives of dedicated committee members pushed ANUW to grow and evolve to better serve our constituents. If you would like to learn more about how you can contribute to ANUW's efforts, email us to connect with a board member today!

Hope to see you at a virtual event soon. Wishing you all the best!

Kristine Casman, President of ANUW
Operations Program Manager, Department of Medical Education
Feinberg School of Medicine

Work|Life Balance

The Importance of Providing Employee Spaces for Reflection and Change

by Imani Davis

May was exhausting, and June is already exhausting. There is a global pandemic still affecting the world, an economic downturn, and recently, the whole nation witnessed a series of black people being murdered on camera. This is a major turning point for the entire world, and especially for the United States. Serious conversations about the future in regards to diversity, equity, inclusion, and justice are happening. Plans and strategies are being made. As a black woman working for Northwestern, I can only hope that the actions and conversations are sustained for the long-term.

When all of this first started happening, I felt such a disconnect between work and my personal life. The effects of COVID-19 are still on my mind daily and it has been a mental battle logging in and putting on a smile. The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and others were gut-wrenching but felt all too familiar. The images in the media could have easily been me or one of my three brothers. I was mentally exhausted and unbelievably frustrated at years' worth of disregard for black lives, all while managing to get that work assignment in by EOD. This article titled "[Maintaining Professionalism In The Age of Black Death Is...A Lot](#)" hit the nail on the head. I personally thought the disconnect was normal. I was plugging through as usual. The outpouring of support from colleagues, some of which I barely know, came as a surprise. "Something is different this time around," I thought to myself.

It became clear to me that there needed to be more measures put in place at work for employees to come together, break down the walls of work versus life, and have some real conversations about what's going on in the world and how that affects us professionally too. My department at Northwestern has a Diversity Council that I am proud to be a part of. We are still new in terms of our formation, but we quickly convened after recent events to talk about what we needed to do. We heard from fellow colleagues that a space to discuss these topics was needed. I helped my department convene two sessions: a virtual support session for black colleagues and a virtual support session for everyone.

The outpouring of support from colleagues, some of which I barely know, came as a surprise. "Something is different this time around," I thought to myself.

The open support session for everyone had 120 colleagues on Zoom at its height, having tough conversations about recent events, racism, white supremacy, and how to move forward personally and professionally. People want to engage and learn and providing space for that is so necessary. The feedback from both sessions was overwhelmingly positive and there has been an outpouring of comments asking to continue these conversations at work. Having a support system set up where employees can share space together in affinity groups, as well as come together for meaningful discussion, only furthers the diversity, equity, and inclusion work we all must be pushing for. As a colleague said to me "it is healing" to discuss this at work and is a moment to acknowledge that we are all humans carrying different loads in our work roles.

We have all gone through life-altering events this year. And contrary to prior belief, things are not "going back to normal". Adjustments will be made to all facets of our lives. What's important right now is acknowledging the need for those conversations, providing space for them, and planning for the future in the best way we can.

Resources on Affinity Groups and other employee resources:

[If you really want a diverse workplace, you have to build safe spaces](#)
[Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help](#)
[Diversity, Equity and Inclusion in the Workplace | Tips for Starting a DEI Committee](#)
[Additional Social and Racial justice resources](#)



Member Feature | Heidi Gross

Assistant Director
Center for Civic Engagement

by Alexandria Jacobson



Log into Box and watch the video interview

Heidi Gross, assistant director of the Center for Civic Engagement, discusses programming and resources offered by the Center to help members of the Northwestern community engage with civic life and their communities. She also offers recommendations for education in social justice in the context of today's discussions about inequities in America.

The Center for Civic Engagement supports community-engaged learning opportunities at Northwestern, offering a variety of programs focused on combining academics with meaningful volunteer service, research, and community partnerships, leading to stronger communities and a more engaged university. The Center's programming includes voter engagement, public interest career preparation, civic exploration in Chicago and Evanston, and more. The Center's work is now more important than ever, even virtually, in working toward social justice and meaningful civic engagement.

Recommended resources:
Anti-racism resources for white people
Register to vote and voter education
CCE Newsletter

If you're having trouble viewing the video, check out this [Box](#) account page.

Organization Spotlight | Northwestern Affinities



Black Professionals Network

The Black Professionals Network (BPN) was established in 2016. BPN strives to build community through open dialogue, leadership, and mentorship on the Evanston and Chicago campuses. BPN hosts events, programs, and professional development opportunities that uplift, enrich, and enhance the Black/African American professional experience at Northwestern University.

BPN provides NU Black staff with regular newsletters that include resources, inspiration, and highlights of its members' contributions to their community, as well as invitations to attend upcoming dialogue sessions.



BPN continues to encourage inform, educate, and inspire members to share their stories, experiences, advice, strategies and best practices.

Sign up for the BPN mailing list:
<https://sites.northwestern.edu/nbpn/connect-with-us/>

Email BPN: bpn@northwestern.edu

LGBTQ Faculty/Staff Affinity Group

The LGBTQ Faculty/Staff Affinity Group takes its roots in the late 60's when the Gay Liberation Front began a chapter at Northwestern. Shortly after, a by-product of the activism resulted in the Gay and Lesbian University Union. As legislation and Supreme Court decisions afforded some expanded rights, GLUU's mission and purpose began to evolve. LGBTQ Faculty/Staff Affinity Group is the most recent manifestation of community for LGBTQ employees at Northwestern. The group's intention is for faculty and staff to connect, network, and develop a sense of community on campus. This group took its most recent form in 2016 following the Pulse massacre.

While many Pride celebrations have been canceled or moved online to reduce the impact of COVID-19, we are also being reminded of the revolutionary history of Pride and call upon our members and allies to be in solidarity with Black lives as we continue to work towards a more just world. Our calling during this month is to take pride in our collective efforts to dismantle oppressive systems and to take care of each other's wellbeing in the process. Our group remains a place of solace and solidarity for those that seek it within the Northwestern community.

Inquiries about serving on the steering committee, please email:
matthew.abtahi@northwestern.edu

Inquiries about joining the Northwestern LGBTQ listserv and/or being added to the private Facebook group, reach out to:
brent.turner@northwestern.edu

2020 ANUW Mentoring Minute



The ANUW Mentoring program is off to another great start. In its eighth mentoring year, the committee matched 72 pairs. On March 6, 2020, the annual mentoring kickoff breakfast was held. The breakfast was hosted at the Guild Lounge and attended by 66 participants. It was a fun morning with interactive activities to honor and learn about women leaders. Participants enjoyed the presentation, activities, and opportunity to connect with their pairs and network with other amazing women.



The committee is glad that we were able to host the event early in March since little did we know that this would be the last in-person event for a long time. It didn't stop the committee from quickly transitioning the programming to online with two Zoom events in April and May. The committee hosted a brown bag mentoring event featuring a TED Talk by Laura Vanderkam on how to gain control of your free time and a workshop led by Amy Conn who gave great tips on setting goals, structuring meetings and building a successful mentoring relationship.



The 2020 Mentoring Program Committee

Tameka Brannon, Denisha Tamara, Erini Kikilis, Beth Lair, Sandra Minea, Silvana Poggi Nicholas, Takelia L. Walker, Kristen Oliszewicz, Donna Wang Su, Tiffany T. Parach, Tiffany Williams-Cobleigh, Jackie Kalan, Swapna Dave

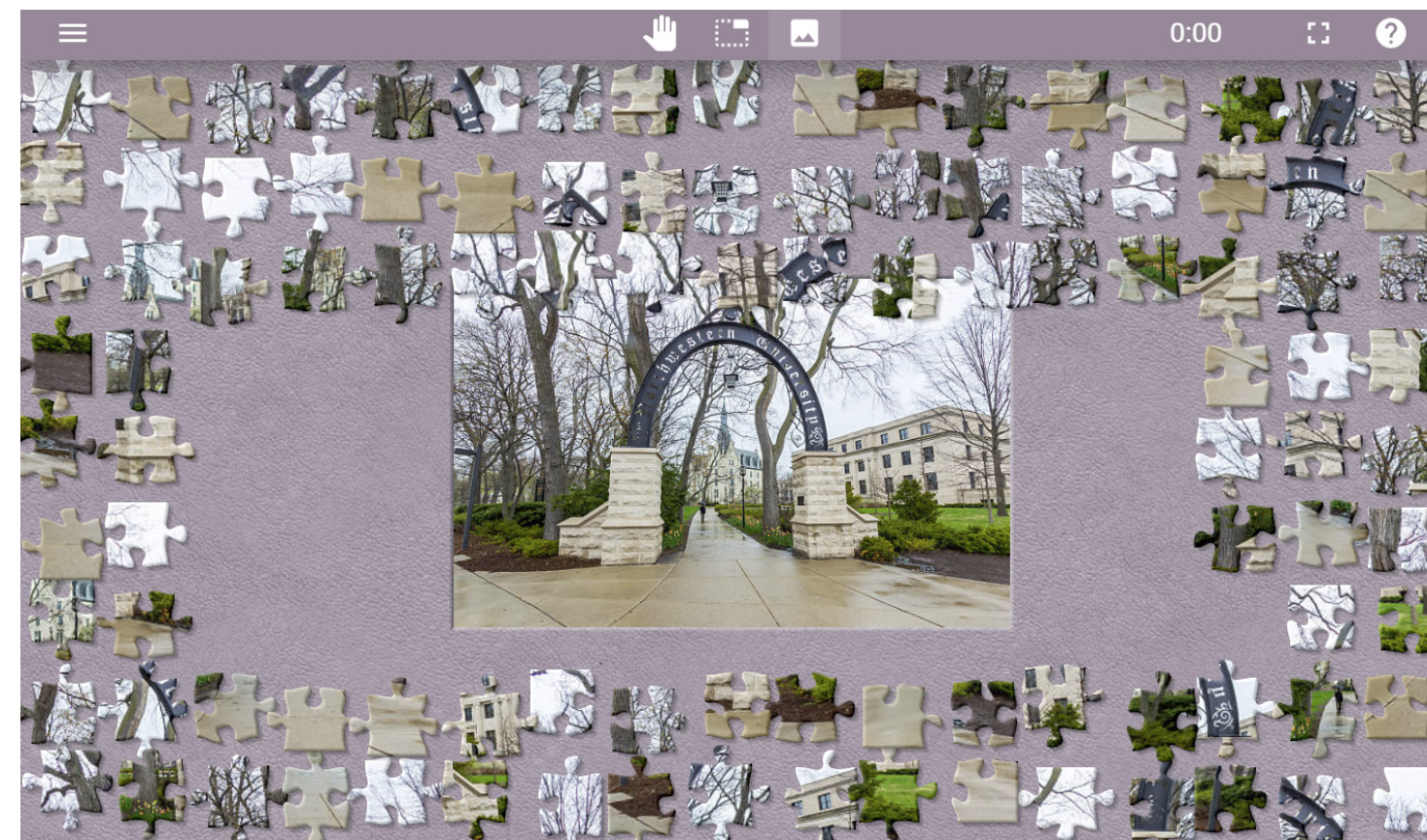
Interested in ANUW ? | Join us

Further ANUW's mission to support women's careers, build networks, foster a sense of community, and serve as a role model for other women by joining one of ANUW's five committees: Emerging Leaders, Membership, Mentoring, Programming, and Publicity.

Learn more at <http://www.anuw.northwestern.edu/about/> by clicking on each committee tab. You can also fill out the ANUW Committee Interest Form to receive more information, found [here](#).

Digital Jigsaw Puzzle | The Arch

Try this challenging fun digital puzzle of the architectural icon.



ANUW Presents: Partnering with your Manager

This skill building webinar, "Partnering with Your Manager" is offered through Northwestern's Employee Assistance Program. The ANUW Programming Committee is excited for Ellen Burton, leadership coach, to facilitate this webinar for members. Discover why it's up to you to be a partner to your manager and how you can make this important relationship work for you. Find out how to build trust, demonstrate your ability and gain influence in the workplace. Learn also how to manage difficult situations and conversations. **Pre-registration is required for this event with your Northwestern email account.**

Note: ANUW is not soliciting questions before the event. If you have a question during the presentation, please contact the designated moderators through the Zoom chat feature.

ANUW Presents: Partnering with your Manager
Tuesday, June 23 | 12-1 pm
Register [here](#).



Pathways to Success 2020

Please join us for our annual speaker event, Pathways to Success: Jeri Ward, the Vice President for Global Marketing and Communications, will be sharing her career story with the ANUW membership.

SAVE THE DATE:
Pathways to Success
Tuesday, July 28 | 12 – 1 pm

Follow ANUW on LinkedIn to stay connected, get upcoming event reminders, peruse interesting articles, and more!



Please give us your feedback on our ANUW Newsletter. What would you like to see more of? Any comments or ideas you would like to share with our community? Provide **your feedback.**

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