

**ANUW**

*Celebrating Our Strengths*



Cover art by Liz Gabel

# 2020 FALL NEWSLETTER

**Northwestern**

**ANUW**

ASSOCIATION OF  
NORTHWESTERN UNIVERSITY  
WOMEN

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## Dear ANUW Members,

We are excited to share the Fall 2020 newsletter with our ANUW members. Although this was a challenging year, one thing that has remained the same is ANUW's commitment to supporting the professional development of all staff who self-identify as women at Northwestern.

Our board has been hard at work to provide support to our members through formal programming, informal coffee chats, book clubs, mentoring, and collaboration with other staff affinity groups on campus, all in a new virtual format. I am very proud of our board for adapting so quickly to provide much needed space for women staff at Northwestern. Despite all the challenges that 2020 has presented us with, ANUW moved several new initiatives forward that are helping us grow as an organization.



This summer, the ANUW board voted to establish a new Affinity Group Liaison board position in order to share more resources and information with our fellow Affinity Group organizations. We know that ANUW members are also members of other staff affinity groups, and that collaboration helps women staff build strong partnerships across Northwestern.

In October, ANUW hosted its first virtual Fall Breakfast with Dr. Sekile Nzinga, Director of the Women's Center at Northwestern, as our keynote speaker. We also recognized the recipients of the first annual ANUW Leadership Awards program at this virtual event. Although we were unable to gather in-person, the event was a wonderful way to start the year and gather our members virtually.

This fall, ANUW rolled out two new resources for members: a speaker nomination form and ANUW membership directory. The speaker nomination form aims to gather input from members on potential speakers for ANUW events; our membership directory is a tool for ANUW members to network with other members. Both documents are now live on the ANUW website.

ANUW's Emerging Leaders Program Committee has rebranded to the "Leadership Development Committee", where their focus will be on providing resources and workshops for all ANUW members. There will be more details to come in 2021.

You also may have noticed that our monthly Events Scoop email has rebranded to the "ANUW Connections" email. Our Publicity Committee redesigned this monthly email over the summer and also launched a new "Member Spotlights" series on LinkedIn to highlight ANUW members.

Many of you are familiar with the ANUW Mentoring Program, which is one of ANUW's marquee programs. The theme of this year's Mentoring Program is "Blooming in Adversity", and the committee has been working hard to create a robust experience for participants in this new virtual environment.

Finally, I want to echo the message our board sent to membership in November 2020, regarding our new Vice President-Elect, Kamala Harris. As the first woman and first woman of color to be elected to this role, this is a historic moment in U.S. women's history. In January 2021, ANUW will host a virtual discussion on the history of women in U.S. government who contributed to this momentous occasion. The intent of this event is to hold space for all ANUW members to reflect on this historic election, regardless of political affiliation. More details will be provided soon.

All of YOU are the reason ANUW exists and has continued to thrive since 1988. I want to thank you all for your commitment to the staff community at Northwestern, especially given this very difficult and unusual year.

As always, if you have any feedback you would like to share with the board or any ideas for new programming, please feel free to reach out to me directly.

With gratitude,

**Jordan Hughes**

ANUW President

[jordan.hughes@northwestern.edu](mailto:jordan.hughes@northwestern.edu)

# Fall Breakfast Recap

October 20, 2020

by *Tenisia Davis*



This year ANUW's annual Fall Breakfast was held virtually. It was a huge success with over 200 NU women gathering together remotely to hear from this year's keynote speaker, Dr. Sekile Nzinga.

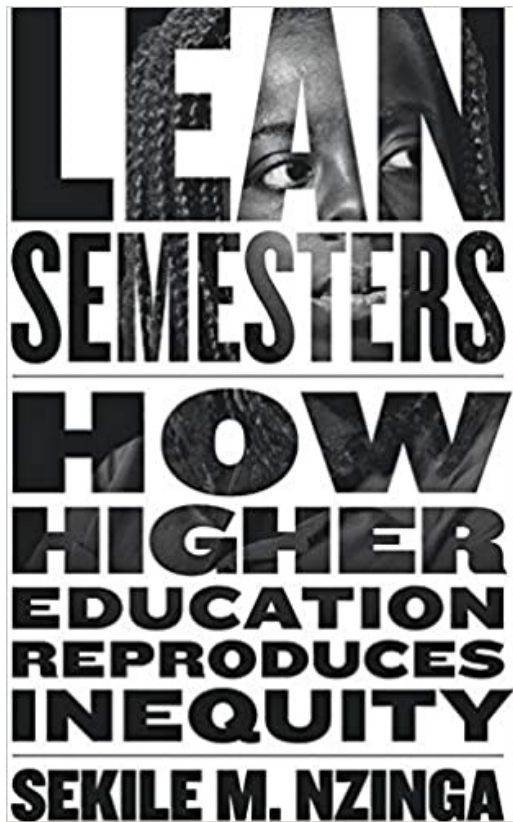
Dr. Sekile Nzinga, PhD, MSW is the Director of the Women's Center and a lecturer in Gender

and Sexuality Studies at Northwestern University. She recently served as Interim Chief Diversity Officer and Associate Provost of Diversity and Inclusion at Northwestern. She also served as the co-chair of the Gender Queer, Non-binary and Trans (GQNBT) Task Force and is active in several diversity and inclusion initiatives across Northwestern.

Dr. Nzinga gave a compelling speech, that touched on both personal and professional aspects of her life, titled "Living a Life of Purpose". Her speech connected her work and learning experiences in the real world, community engagement, and academia.

In her remarks, Dr. Nzinga highlighted her experiences as a first-generation college student, and the important role that administrators played in helping her navigate that experience. Her experiences showed her how important it is to show up for others as a resource. She also spoke about becoming a mother, losing herself in respectability politics and academia, and feelings of imposter syndrome. All of these experiences have shaped her growth and helped her to live a life of purpose.

She ended her speech with a few of the ways that she has learned to show up unapologetically as a working mother, and as her whole self. She referenced specific tools like mentorship, reading the roadmaps from feminist leaders, and learning to give power to her own voice; normalizing that everyone is generally healing and it's okay to name your pain and that healing from trauma is a lifelong process; and the importance of safe spaces



in which faculty, staff and students can be believed and affirmed, such as the Northwestern Women's Center and student organizations; and finally, moving from imposter syndrome to a narrative of power.

ANUW's Fall Breakfast is the biggest event of the year and although we were not able to meet in-person this year due to COVID-19, the power of Dr. Nzinga's words brought us together.

She also recently published a book entitled [Lean Semesters: How Higher Education Reproduces Inequity](#) which was discussed in a recent ANUW Book Discussion.

*"In Lean Semesters, Sekile M. Nzinga argues that the corporatized university—long celebrated as a purveyor of progress and opportunity—actually systematically indebts and disposes of Black women's bodies, their intellectual contributions, and their potential en masse. Insisting that "shifts" in higher education must recognize such unjust dynamics as intrinsic, not tangential, to the operation of the neoliberal university, Nzinga draws on candid interviews with thirty-one Black women at various stages of their academic careers. Their richly varied experiences reveal why underrepresented women of color are so vulnerable to the compounded forms of exploitation and inequity within the late capitalist terrain of this once-revered social institution."*

# ANUW Leadership Awards: 2020

Congratulations to this year's recipients of the first ever ANUW Leadership Award!

You can read more about what ANUW means to them [here](#).



**Jackie Kalan**



**Toni Montgomery**



**Erika Owen**

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## ANUW Resource Library



**ANUW  
LinkedIn**



**Speaker  
Nominations**



**Zoom  
Backgrounds**



**Membership  
Directory**

# ANUW Mentoring Minute

Entering Co-Chairs for 2021, Liz Gabel and Fatima Saifi, would like to thank the entire 2020 Mentoring Program Committee for their great work transitioning the mentoring program virtually for the 2020 year. 2020 past co-chairs included Jackie Kalan & Swapna Dave and committee members Denisha Tamara, Erini Kikilis, Beth Lair, Silvana Nicholas, Takelia Walker, Kristen Oliszewicz, Donna Su, Tiffany Parach, and Tiffany Williams-Cobleigh.

On November 12, 2020, the 2020 mentoring program year concluded with its end of year virtual celebration event. For those who could not attend, check out the [ANUW Mentoring End of the Year Presentation](#). For those who are not currently part of the mentoring program, we welcome you to review the presentation to get an introduction to what mentoring is all about.

We recognize that 2020 has been a challenging year for the world; thus, we share this quote by Jennae Cecelia (Poet/Author), to the right.

Which aligns perfectly with our 2021 ANUW Mentoring committee theme, "Blooming in Adversity." We look forward to bringing mentors and mentees a virtual program in 2021 that will help us grow, heal, and lead.

Click [here](#) for info about ANUW Mentoring and/or to stay connected.





# Ways Women's Work Lives Ha

by Imani Davis

2020 has been a year of unprecedented change. Not only has COVID-19 changed the workplace and the ways we all do our jobs, but it has also exacerbated and brought longtime inequities to the forefront, disproportionately affecting women, BIPOC, people with disabilities, and more. ANUW is dedicated to encouraging and supporting the professional development of all those who self-identify as women in administration at Northwestern, so it is important for us to be aware of the outside influences affecting our community.

Here are some ways in which COVID-19 has impacted women in their careers, as summarized from the [2020 McKinsey Women in the Workplace Report](#).

Childcare responsibilities have shifted rapidly and mothers are taking on the brunt of responsibilities in the home. When schools shut down and parents found themselves teaching toddlers online and juggling full-time work duties from home, the numbers show that women were the ones to leave their jobs and care for the kids. The “second shift” women sometimes face in the home has been lengthened with no end in sight by the pandemic.

Women of color are being hit even harder with the effects of COVID-19. For a population that was already struggling in corporate America with opportunities for advancement, the setback will take years to overcome. Women of color “..are more likely to have been laid off or furloughed during the COVID-19 crisis, stalling their careers and jeopardizing their financial security.” Black women in particular are facing more adversity too, whilst also dealing with the disproportionate effects of COVID-19 in the black community, and the toll of social justice and diversity, equity, and inclusion issues.

In the short and long term, we risk losing a large number of women in leadership positions. Going back to the first issue of home life responsibilities falling on the shoulders of women, McKinsey reported that “due to the challenges created by the COVID-19 crisis, as many as two million women are considering leaving the workforce.”

# ve Changed Through COVID

They also reported that “one in three mothers have considered leaving the workforce or downshifting their careers because of COVID-19”. Pandemic burnout is proving to be too much and the results are worrisome. The progress towards having more women in management and leadership roles was already very slow, and the work could be unraveled quickly due to the pandemic.

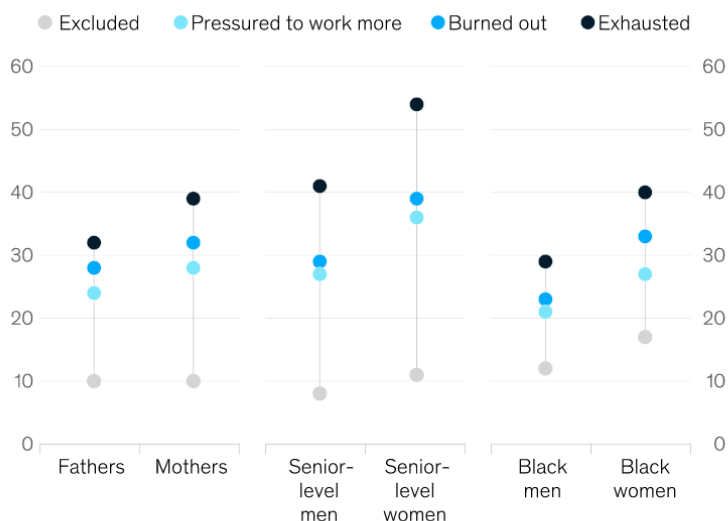
Though the results and findings seem bleak, there is a lot of opportunity for growth and reform. “The building blocks of a more empathetic workplace [are] falling into place”. Companies are aware of the issues and are stepping up, but are overall failing to address the root of the issue for women. It is important for organizations to be proactive in their response to the issues that have been brought up due to the pandemic.

With the huge shift for many to working from home, the workplace has likely changed forever. McKinsey brings up tangible steps and initiatives to stay on top of this change as we settle into a “new, new normal”:

- Make work more sustainable.
- Reset norms around flexibility.
- Take a close look at and reset performance reviews.
- Take steps to minimize gender bias.
- Adjust policies and programs to better support employees.
- Strengthen employee communication.
- Make employee mental health and well-being a higher priority.

## Many companies need to do more to address challenges employees are facing during COVID-19.

Consistent feelings at work in past few months, % of employees<sup>1</sup>



<sup>1</sup>Question: In the last few months, which of the following have you consistently felt at work?  
Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

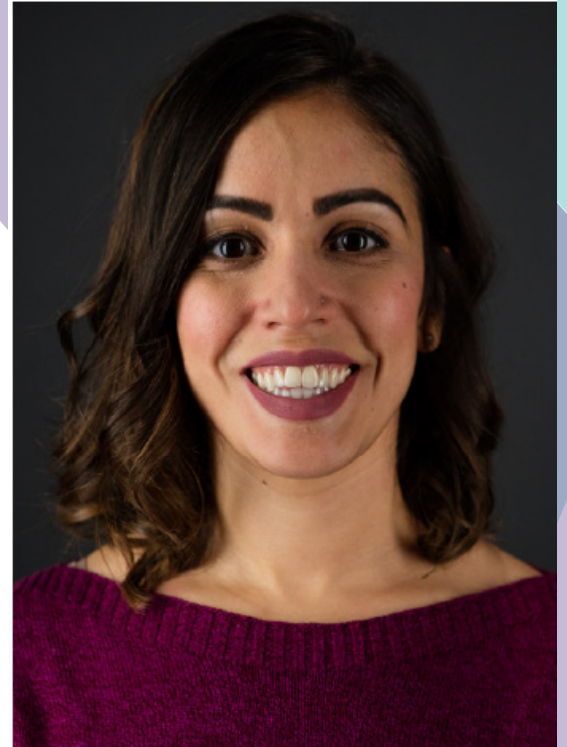
[Click image to enlarge.](#)

# Member Feature: Evelyn Cordero

*M.S.; Well-being Specialist, Office of Human Resources*

*by Elena Aristide*

Evelyn Cordero has been with Northwestern for over 6 years and I hope her story is an inspiration to all ANUW members that are looking to advance their careers. Evelyn started her career here as a Research Assistant in Feinberg's Department of Medical Social Sciences. She immediately decided to take advantage of the tuition benefit and earned her Masters of Science in Healthcare Communication here at NU. Evelyn knew she wanted to get into workplace wellness, so she checked the NU Careers portal one day shortly after graduation. To her surprise, there was an open position for a Wellness Coordinator in Human Resources, Benefits.



Evelyn has since been promoted to a Well-being Specialist and her current HR, Office of Well-being is now being integrated with the HR, Office of Learning and Organization Development. With this new integration, a new team known as HR, WELL (acronym for Well-being, Engagement, Learning and Leadership) is launching soon. The goal of WELL is to support employees holistically as a whole person. Evelyn is excited to launch this new program and was so gracious to share some tips on staying **WELL!**

## ***What initially drew you to Northwestern?***

I was a Research Assistant with Northeastern Illinois University (NEIU) and while there, I worked on a project that had a partnership with Northwestern. I have always had a passion for education, prevention, providing programming and intervention. Back then, I was very interested in research and I wanted to come to Northwestern, as it is known for its prestige.

### ***What initially drew you to ANUW?***

I have always known about ANUW, before I joined, I had always looked as an outsider in and was [impressed] by the programming, events, etc. I wanted more support navigating the Northwestern as an employee. I also wanted to network and meet new people and wanted to feel empowered.

### ***Are there any tips that you have for women that are working from home during the pandemic to reduce stress?***

Put yourself first. There's a common saying that "you can't pour from an empty cup." Women wear a lot of hats and if we are not caring for ourselves, it is hard to provide support for others in our lives. It is also important to remember that well-being may look different for each person. It is a very individualized concept. For one person, putting yourself first may mean taking 3 deep breaths before turning on your computer in the morning. For another person it may mean taking a 5-10 min walk as a break in the day. The more practice you have, the more comfortable it becomes.

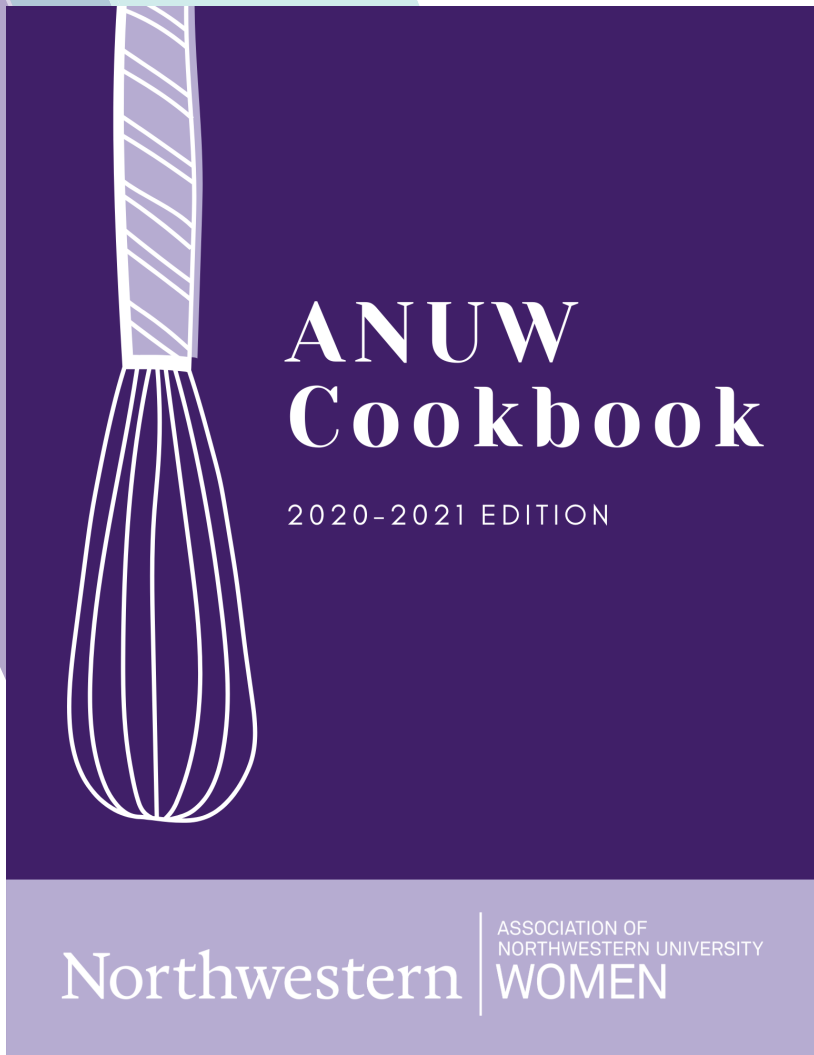
### ***Are there any tips that you have for women that are currently working on campus as Essential Workers during the pandemic to reduce stress?***

Take a break when you can; go on a walk away from your desk. Also, it's important to speak up and not be afraid to vocalize any concerns that they may have. Feeling heard and helping to create a solution to any concerns that you may have can also help to reduce stress.

### ***Are there any upcoming virtual events that you would recommend?***

Your Daily 15 and Your Daily 30! These programs are 15 and 30 minutes respectively and are virtual well-being breaks with a range of topics. There are movement breaks, meditations, community and networking breaks, an overall good variety of programming options. You can check out the programming [here](#).

# Announcing the first ever ANUW Cookbook...



Thanks to all of the ANUW members that contributed a recipe to this year's [ANUW cookbook!](#)

We received **48** delicious recipe submissions that ranged from appetizers to desserts. Although we cannot celebrate the holidays together this year, we hope this brings us all a bit closer, even from afar.

If you try a recipe from the cookbook, share a picture on our [ANUW Cookbook Padlet](#).

Here's a glimpse at a few of the submitted recipes:



# Affinity Group Feature: APIDA Staff Affinity Group (ASAG)



## What is ASAG?

The APIDA Staff Affinity Group (ASAG) is an affinity space open to any Northwestern staff member who self-identifies as part of the APIDA (Asian Pacific Islander Desi American) community –which is inclusive of, but not limited to, East Asian, Southeast Asian, South Asian, and Pacific Islander diasporic identities, as well as multiracial and multiethnic APIDA identities.

ASAG seeks to support staff members on campus and start a conversation about APIDA representation within institutional diversity initiatives. We do this through community gatherings and discussions, cultural outings, and sharing resources and opportunities.

Specifically, the ASAG Brownbag lunchtime discussion series delves more deeply into APIDA issues by discussing articles, books, movies, TV shows, podcasts, etc. relevant to the APIDA experience. In addition, a Microsoft Teams channel is now accessible to all ASAG members that can be used as a casual space to connect and keep in touch, and for everyone to share events, opportunities, articles, etc.

To learn more, visit our webpage at <https://sites.northwestern.edu/asag/about-us/>.

To join the ASAG listserv, send an email to [asag@northwestern.edu](mailto:asag@northwestern.edu).

See what other [staff affinity groups](#) are at Northwestern..

# Performance Excellence Tips

by Kara Pederson

You may be tired of hearing about how 2020 has been an overwhelming and exhausting year...but it has been. Unfortunately as a result, it is easy to lose focus on your performance and professional development goals throughout the annual [Performance Excellence](#) cycle. However, just because we may distancing ourselves from the office does not mean we should distance ourselves from our goals, or conversations about our goals. There are simple, minimal steps you can take to continue to [invest in your professional growth](#) this fiscal year.

Identify and discuss with your supervisor a couple performance goals that will enhance your performance in your current role. Human Resources is encouraging the use of [SIMple goals](#):

- **Specific** or objectively measurable (quantitative or qualitative).
- **Important** or aligned with your unit's goals
- **Meaningful**, motivating or important to you.

Work with your manager to create a couple goals that are specific to your work, that are important to your team, and that will make a meaningful impact once you accomplish them. These goals do not have to be overly complicated or ambitious, but should provide value to yourself and your unit.

If you are a manager, please practice having [REAL conversations](#) with your staff as they set goals or share their progress.

- **Reflect** on their progress to date
- **Empathize** with the challenges your staff faces
- **Ask** questions about their goals and progress
- **Look** ahead towards future learning and growth mindsets.

Every person's circumstance during this pandemic is different as is the ability to focus on professional development. Some of you may be struggling to make it through the day, some may be balancing parenting/caregiver responsibilities and work, and some may have extra time to devote to their personal and professional development. Whatever your situation, one very simple, quick method to keep track of your professional accomplishments is the Brag Folder. This professional accomplishments folder is an electronic (or physical if you prefer) place for you to store your wins, both big and small. Every time you receive a complimentary email, you can save it in your brag folder. You can keep a running list of professional accomplishments, ways you added value to your unit, track positive verbal feedback or save previous performance reviews in your brag folder. Save anything that you consider a win and update your folder at least once a month or take one minute to record a win when it happens.

A brag folder offers multiple benefits. First, it will remove the guesswork at the end of the Performance Excellence cycle when you try to remember everything you did this year because you already have a clear outline of what you accomplished. You can share compliments you receive with your supervisor to show you have worked as a team player throughout the year. Second, it will help you update your resume when that dream job opens up. You will have a tangible list of professional accomplishments so you can speak to your strengths and past successes. Finally, it is a boost in confidence, and that is something we can all use right now. It is a space for you to privately record all the ways you are currently succeeding despite the challenges of the pandemic and working remotely. You can look back through the compliments, past reviews and accomplishments on days when you feel overwhelmed or stuck to remember that you have overcome challenges before and will succeed again.



# ANUW CALENDAR: 2020-2021

JANUARY 12

ANUW  
Discussions:  
Designing Your  
Life

JANUARY 21

Coffee Chat:  
Progress towards  
the Dream

FEBRUARY 24

Coffee Chat:  
Theme TBD

FEBRUARY 24

Winter  
Speaker  
Panel

MARCH TBD

ANUW  
Discussions

MARCH 18

Coffee Chat:  
Theme TBD

APRIL TBD

Pathways  
to Success

JUNE TBD

Conversations  
with an  
Executive

Follow us on [LinkedIn](#) for event reminders and updates!

# 2020-2021 ANUW Executive Board

## Board Chairs

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