

# NU DREAM ANNUAL REPORT 2018-2019



# NU DREAM Mission & History

- ▶ The purpose of NU DREAM is to provide personal and professional opportunities that will encourage faculty and staff of color to become more fulfilled members of the Northeastern University community.
- ▶ NU Dream began as an initiative of the Notion in Motion program provided by the Enrollment Management & Student Affairs (EMSA) Division. It continues as a collaborative effort between EMSA & Office of Institutional Diversity & Inclusion (OIDI).



# NU DREAM Goals

- ▶ To provide professional development opportunities for faculty and staff.
- ▶ To provide opportunities for staff to interact within their community.
- ▶ To provide opportunities for staff to improve upon personal and professional networks.
- ▶ To create networks for ongoing dialogue on issues impacting professional and career development.



# NU DREAM Objectives

- ▶ Participants will define professional goals and motivation.
- ▶ Participants will identify talents, strengths, and skills.
- ▶ Participants will strengthen current abilities.
- ▶ Participants will expand their personal and professional networks.
- ▶ To enhance sense of community among staff of color.



# Members of NUDREAM Planning Committee 2018-2019

**Dr. John Armendariz** | Institutional Diversity & Inclusion

**Dr. Richard O'Bryant** | John D. O'Bryant African American Institute

**Robert Jose** | Division of Student Affairs

**Audrey M. Grace** | Institutional Diversity & Inclusion

**Anthony Wilder** | Institutional Diversity & Inclusion

**Brian Tse** | Division of Student Affairs

**Marisa Luse** | City & Community Affairs

**Lisa McCalla** | University Advancement

**Brittany Salazar** | University Advancement

**Balkys Sicard** | College of Science

**Denise Reid** | Residence Security



# Who's Who

## **Race/Ethnicity/Nationality:**

African, African American, American, Asian American, Black, Cape Verdean, Dominican, Ecuadorian, Haitian, Hispanic, Honduran, Human, Italian, Jamaican, Latinx, Peruvian, Puerto Rican, Vietnamese, White

## **Other Identities Important to the Members:**

Bisexual, Christian, ELL, First-generation, Grandparent, Great Grandparent, Low-Income, Parent

## **Division/Departments:**

Admissions, Bouve College of Health Sciences, Center of the Advancement for Veterans and Servicemembers, College of Professional Studies, College of Science, EHS, Enrollment Management, Facilities, Finance, ITS, John D. O'Bryant African American Institute, Khoury College of Computer Sciences, Office of the Chancellor, Office of the Provost, Student Affairs, University Advancement, University Health and Counseling.



NUDREAM hosts monthly workshops or community building events focused on bringing together staff and faculty of color designed to encourage personal and professional growth by increasing interaction, communication and community awareness.

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Social  
Engagement  
Opportunities

8

Professional  
Development  
Workshops

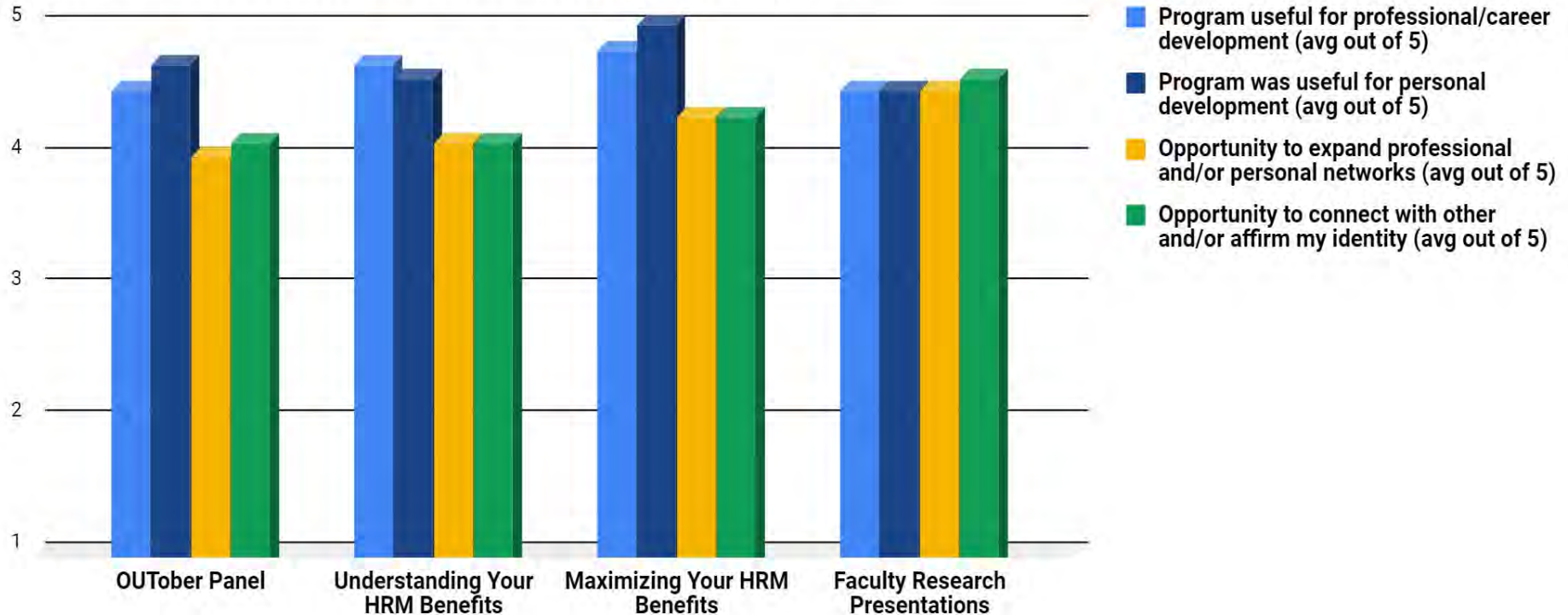
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Day-long Professional  
Development  
Conference



# Monthly Event Evaluations

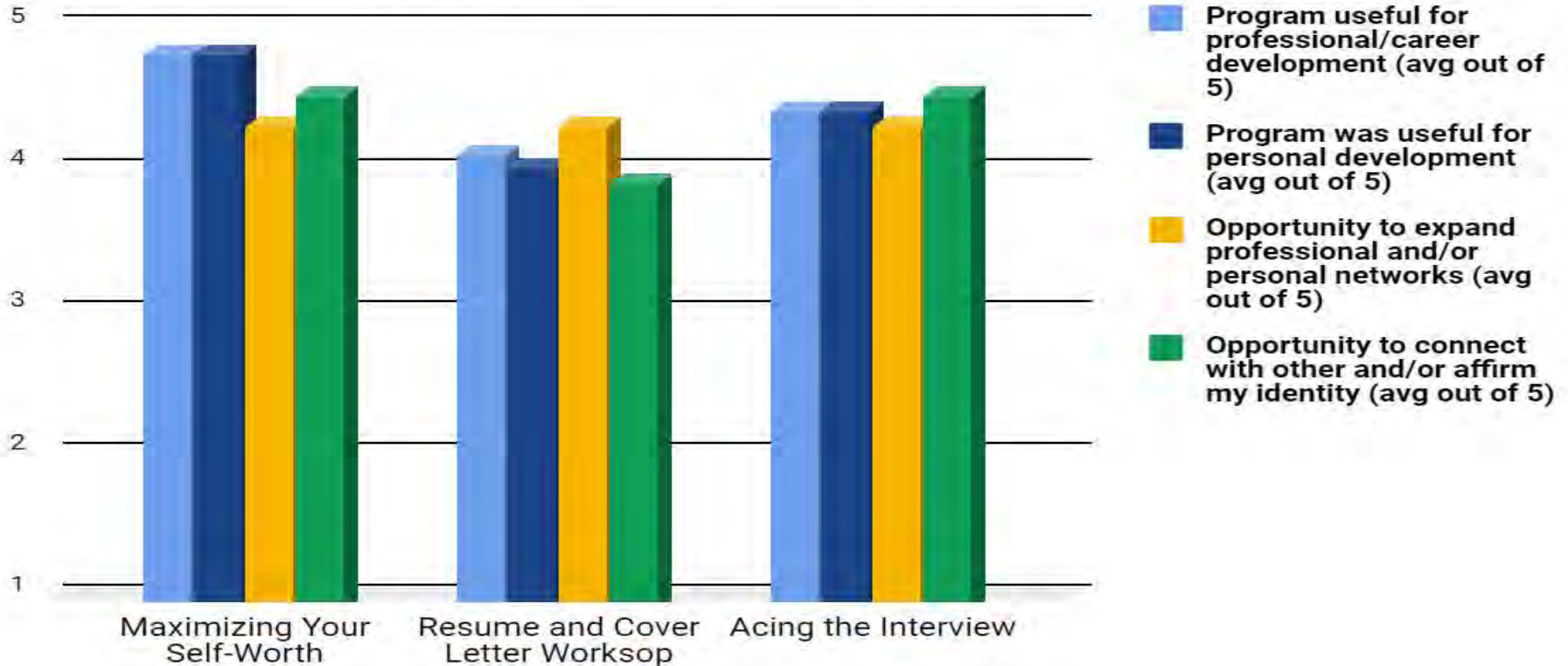
## Fall 2018 Professional Development Programming





# Monthly Event Evaluations, Spring 2019

## Spring 2019 Professional Development Programming






# D.R.E.A.M. Conference



**98%** of the conference participants agreed or strongly agreed that they left with tips, tools, or strategies to assist them in their professional development (n=45).



# D.R.E.A.M. Conference




**81** NU DREAM members attended the conference. For **13** attendees, this was their first NU DREAM event.



# D.R.E.A.M. Conference

Here are a few comments from our attendees:

- ◀ “Best experience I've had so far while employed at NU”
  - ◀ “It's a great space for professionals of color to engage in productive dialogues.”
  - ◀ “I left this conference re-energized and motivated to go further in my professional journey. This was the catalyst for strong, positive change - both internally and hopefully, to others in my immediate work environment.”
  - ◀ “...it should definitely be an annual event!”
  - ◀ “Wonderfully planned and executed event! Extremely well done!”
  - ◀ “Would have loved to have attended all sessions the conference offered.”
  - ◀ “Everything was great. This needs to be open to anyone who needs to develop professionally. I can't wait for the next DREAM.”
  - ◀ “Insightful.”
  - ◀ “Interactive.”
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# End of Year Assessment

**I find NUDREAM professional development programs to be engaging**

***97% Agree/Strongly Agree, 3% Neutral***

**NUDREAM is relevant to my professional development or respective role**

***94% Agree/Strongly Agree, 3% Neutral, 3% disagree***

**NUDREAM is relevant to my personal development**

***94% Agree/Strongly Agree, 6% Neutral***

**As a result of NUDREAM, I have gained tips, tools or strategies to assist me in reaching one or more of my goals**

***88% Agree/Strongly Agree, 12% Neutral***

**N=35**

# End of Year Assessment

**I will use the information I gained this year during NUDREAM programs in the future**

***97% Agree/Strongly Agree, 3% Neutral***

**As a result of NUDREAM, I have met someone new or made a professional connection that I enjoy**

***97% Agree/Strongly Agree, 3% Neutral***

**I would recommend NUDREAM to a colleague or a friend**

***100% Agree/Strongly Agree (97% Strongly Agree).***

# Testimonials



# Member Highlight

## **Jeff Yu. M.Ed**

Orientation and Student Event Manager, Operations,  
Boston-Based Pathway Programs  
NU Global, College of Professional Studies

*"I am a NU returner. I graduated in 2013 and came back as a professional staff in 2018. My sense of belonging started building up since my first NU DREAM event.*

*NU DREAM gave me an opportunity to connect other faculty and staff who inspired me both [on] professional and personal levels. In the 2019 Spring, NU DREAM Conference during the small table conversations, I had a chance to meet some inspiring faculty and staff. We had some conversations about their stories and experiences in the institution. They successfully moved up on their career ladders at the institution [and] gave me some inspiration. Since that conference, I have adjusted my own career goals and I've started my Ed.D program this Fall. I really recommend any new NU DREAM members should to take advantage to listen and share with others."*





# Member Highlight

## **Balkys Sicard**

*she/her/hers*

Business and Operations Manager

Department of Mathematics

My first day of orientation at Northeastern University was in the Fall of 2018 where I was greeted by a group of people of whom I only remember two.

One of the two is Audrey Grace of NU DREAM. Her introduction and how she identified resonated with me most as she openly shared that being a “mom” is her 1<sup>st</sup> role. After this authentic delivery, she had my full attention so I continued to listen and heard that I could get involved and learn about diversity opportunities here on campus as new employee. Later the same day I did visit the Office of Institutional Diversity and Inclusion website. In my two decades, in a number of academic institutions, programs and opportunities provided by OIDI like Recognizing and Addressing Microaggressions, Unconscious Bias where not accessible to all.

I have been at NU for just under one year and OIDI is the best part about Northeastern for me. All of the members of OIDI have been a resource in helping me acclimate and participate in meaningful service here at NU. As a good citizen of Northeastern, immersing myself in all things possible was one of my immediate goals upon onboarding. OIDI provided me with a pipeline to do so. Audrey is where it started for me, then Anthony, then John and Donna – The OIDI team, but it didn't end there and thanks to them I've made new friends and expanded my network and professional growth exponentially.

If you are new to NU, check out OIDI.

If you want to network, my name is Balkys Sicard drop me an email.





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*“Through NU DREAM, I gained the confidence to express my self-worth, strategies for navigating difficult conversations with others, and resources from other staff members across campus.”*

On Professional Development



# Professional Development

- ◀ “It's a space where I'm able to network with other people of color, it's a great platform and space for us.”
- ◀ “The ability to network is a channel into what's going on at the University. Where I plan to be requires a broad lens. To hear what staff needs are to continue to help develop my own staff and my own skill set as a manager.”
- ◀ “I always find that someone is willing to share ways they were able to work to their best capacity or address certain issues and it helps me when certain instances arise. I feel better equipped to handle whatever is being thrown my way.”



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*“The personal and the professional cannot be separated and as much as NUDREAM is helping my professional development, perhaps more importantly; the organization has certainly helped me to reach a sense of self-actualization, belonging, and self-esteem.”*

Impact on personal life

# Impact on personal life

- ◀ “The topics covered easily benefit both my professional and personal lives. For example, understanding how to best use my benefits help make life smoother for me outside of work.”
- ◀ “I recognize some of the areas I need to improve on and tap into how others deliver the message I may need to deliver myself. “
- ◀ “I really love the opportunity to connect with others across campus...I loved the presentations, particularly the opportunity to see the amazing work our colleagues are doing all over Northeastern.”





# Final thoughts and takeaways

- ◀ “Please keep them coming, they are extremely helpful and motivate our staff to remain on campus.”
  - ◀ “The monthly events are all well-structured and relevant to my professional development.”
  - ◀ “NU DREAM is just awesome and would be a great experience for all staff and faculty of color.”
  - ◀ “Opportunities for NU Dream members and share stories with each other. Opportunities to bring workplace challenges to the table for workshopping and identifying solutions.”
  - ◀ “I did not get to attend as many sessions as I would have desired, but I find them informative, engaged and creating a sense of belonging.”
  - ◀ “I thought it was great. It would be nice to have more time dedicated to this conference but I understand it's difficult due to time constraints.”
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