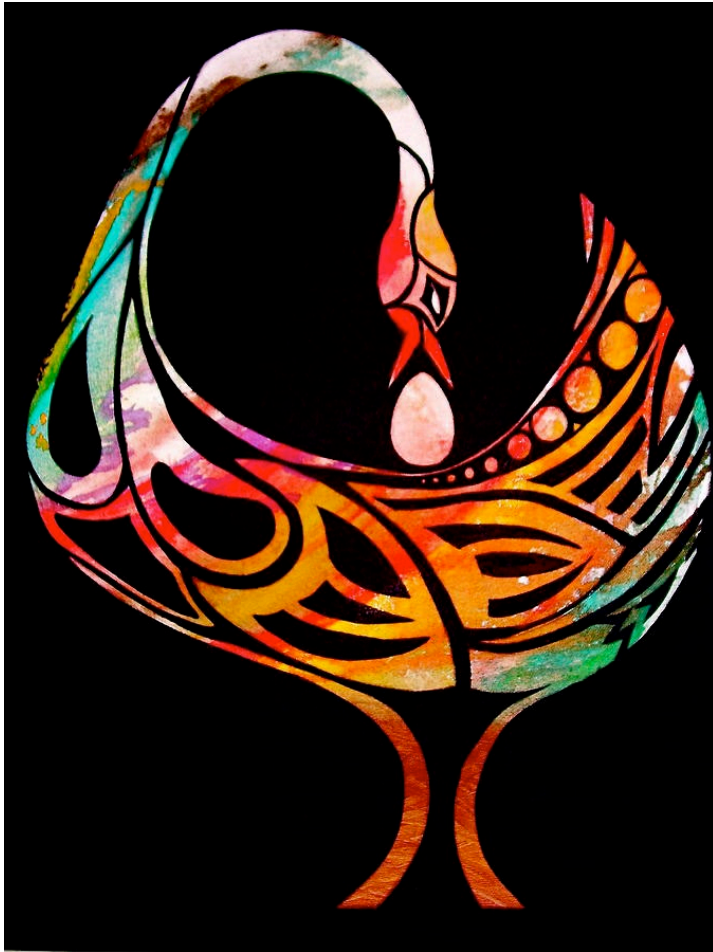


Creating Community for Black Scholars



Presenters:

- **Shelley Lemons**, *Assistant Dean-Student Engagement, Leadership, and Belonging, National Louis University;*
- **Keisha Rembert**, *Assistant Professor/DEIB Coordinator for Ed Prep, National Louis University*

ABOUT US



Shelley Lemons



- Trinidad born, Canadian raised, and U.S. citizen
- Chronic explorer and student on issues of diversity and decolonization
- Over 10 years navigating higher education spaces
- Political junkie
- Assistant Dean of Students at NLU
- In an interracial marriage

- Mother of the best 10-year-old girl

Keisha Rembert



- Assistant Professor/ DEIB Coordinator for Educator Preparation at National Louis University
- Daughter of Jim Crow migrants (MS & AL), descendant of the American enslaved
- Forever middle grades English & History teacher
- Author of *The Antiracist English Language Arts Classroom*
- Lover of the arts (music soothes my soul)
- Wife, mother of 3 awesome (*sometimes*) adults, daughter, sister, auntie/niece, cousin and friend

Who's In the Room?



- Colleges/Universities
- Non-Profits
- Administrators/Leadership
- Faculty
- Staff
- Any other groups?

As a community, we agree to ...



Safeguard our stories--Asante Sana

- *Asante Sana means thank you very much in Swahili. Thank you for your commitment to respecting and safeguarding our shared stories.*



Ubuntu--I Am Because We Are

- *We are a collective of knowledge bearers and will resist the urge to prioritize individual knowledge over the collective. We understand that everyone brings value.*



"Listen to the Griot, Be the Griot"

- *This West African proverb heeds us to respectfully listen to the griots who are the community storytellers and historians. Today, we are all griots and will engage in balanced, respectful listening and communication without judgement.*



Workshop Goals



As a **community**, we will ...

- Consider your own personal goal(s) for this session
- Learn from each other
- Sankofa moments
- How data influences how we support Black scholars



ABOUT NATIONAL LOUIS UNIVERSITY



NLU Mission:

National Louis University is an inclusive, innovative community providing educational opportunities that inspire and empower all learners as they prepare for and advance in meaningful lives and productive careers.



ABOUT NATIONAL LOUIS UNIVERSITY



As Part of the 2030 Strategic Plan...

Pillar 3:

- Everyone in our community is welcomed, valued, respected, and supported to fully realize their potential
- Secure for NLU and its graduates the benefits of diverse views, talents and creativity.
- Hold each other accountable for creating a culture of inclusion, engaging with and challenging our biases, and achieving specific diversity and equity goals for our students and our professional community.



ABOUT NATIONAL LOUIS UNIVERSITY

Student Demographics



NATIONAL LOUIS ENROLLMENT (GRADUATE & UNDERGRADUATE BY RACE & ETHNICITY)

Year	Enrollment	Asian		Black		Latinx		White	
		<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>
	<i>All</i>								
Fall 2021	4530	143	3.2%	984	21.7%	2182	48.2%	801	17.7%
Fall 2022	4751	176	3.7%	982	20.7%	2387	50.2%	782	16.5%
Fall 2023	5233	273	5.2%	1125	21.5%	2563	49.0%	801	15.3%
Fall 2024	5882	370	6.3%	1335	22.7%	2776	47.2%	883	15.0%

WHAT THE NUMBERS TELL US

Pathways Freshmen	Asian	Black	Latinx
2020-2021 (N=622)	62.5%	47.1%	65.2%
2021-2022 (N=628)	81.8%	44.4%	66.5%
2022-2023 (N=457)	100%	35.5%	66.9%
2023-2024 (N=524)	83.3%	35.4%	62.5%





THE NEED



DWENNIMMEN

STRENGTH AND HUMILITY





THE NEED

WHAT BLACK FOLK TELL US

In Reference to having African American history courses, "how can I be a change to society if I don't understand what we have dealt with. I think we deserve at least that much."

We need an equivalent to Centro Excelencia without necessarily executing it in the same way. We need to celebrate and focus on black thriving. We need to create the space where this exists.

Many times I felt out of place and that I don't belong here because I've been in situations where I was in majority white or Hispanic classes.

All of the black students I've spoken to are considering transferring. This school isn't what I thought it would be. We want to see more of us in the classroom. ..I hoped I wouldn't be the only black kid, but became the only black kid in the class.

EMPATHY INTERVIEW PROCESS

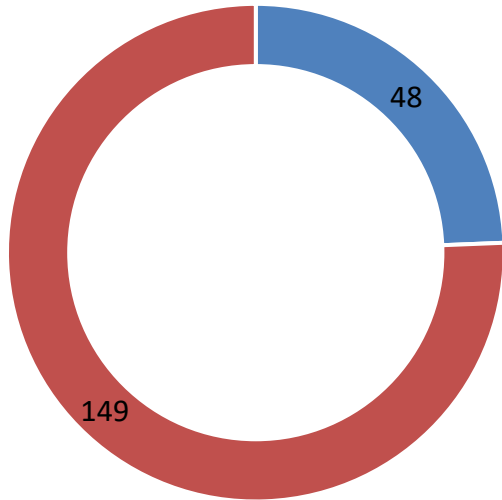
- 1:1 interviews with 29 Black scholars and 35 NLU Staff, faculty and administration
- Focus groups with 50 students from various disciplines and racial/ethnic groups

BSEEN BY THE NUMBERS

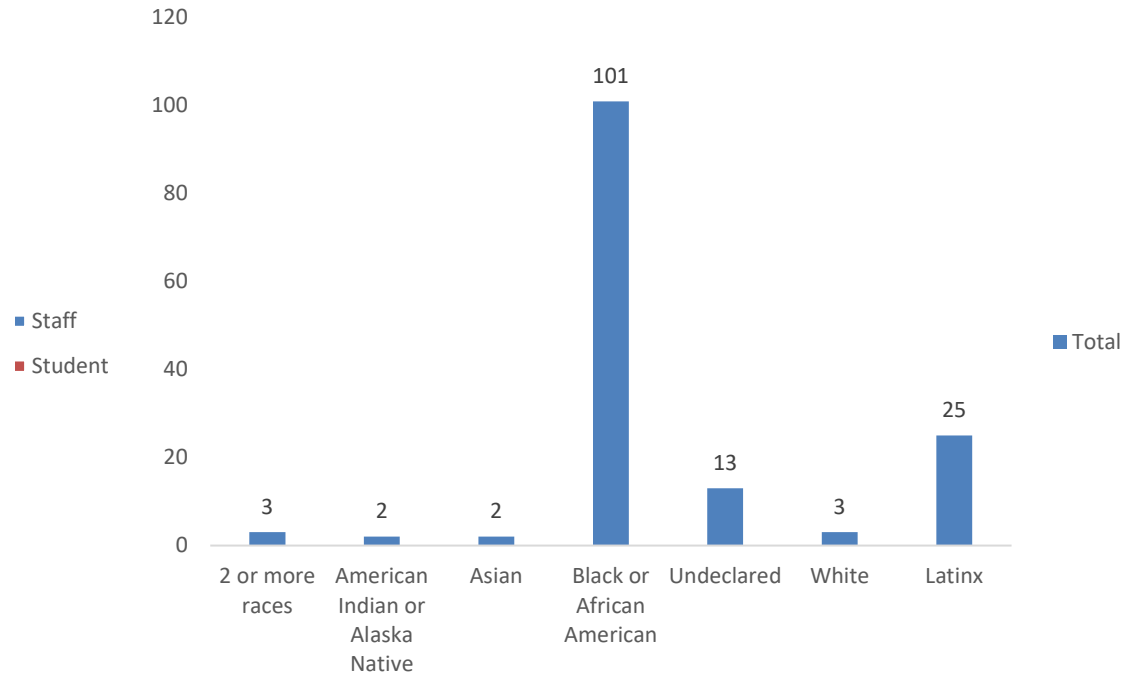
Demographic Data



BSEEN Attendees



BSEEN Attendees by Race/Ethnicity



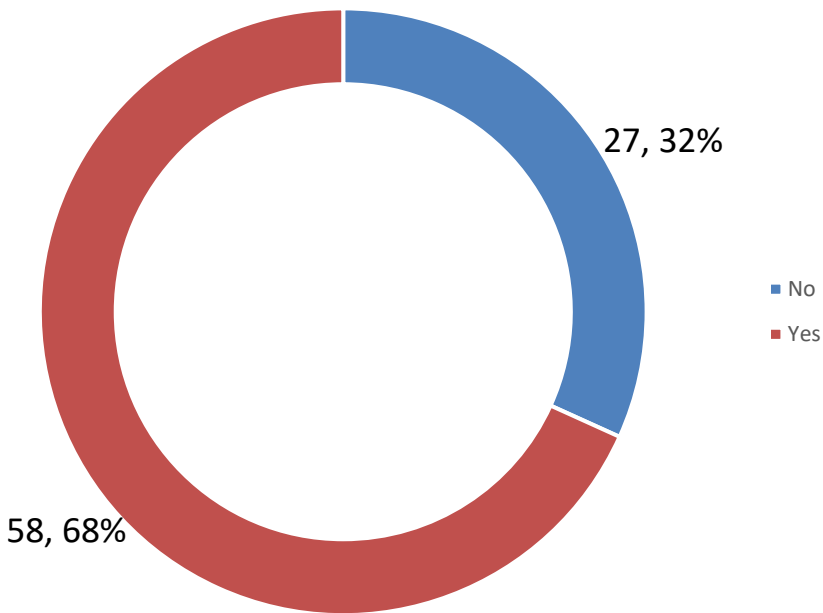


BSEEN BY THE NUMBERS

Student Outcomes

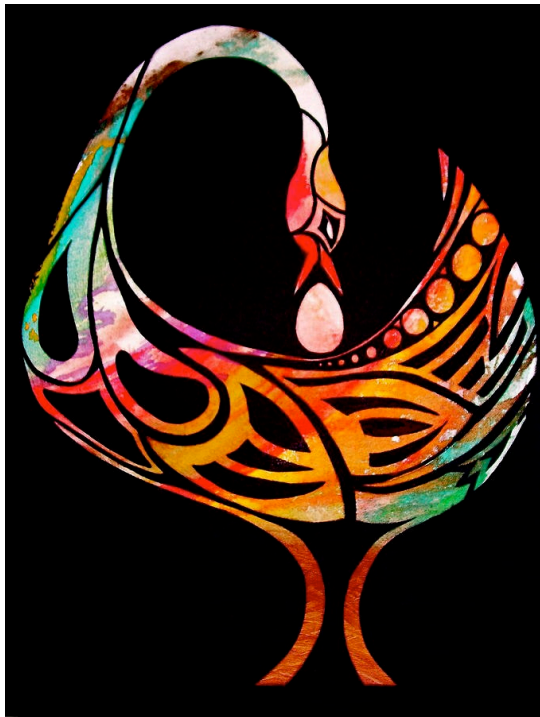


Rate of Sustainment: Black BSEEN Attendees



- Overall, DFW rates of Black students improved by 15.7%
- 15% of Black BSEEN participants saw an improved overall GPA
- 71% of Black BSEEN participants earned a GPA at or above 2.0

SANKOFA MOMENT

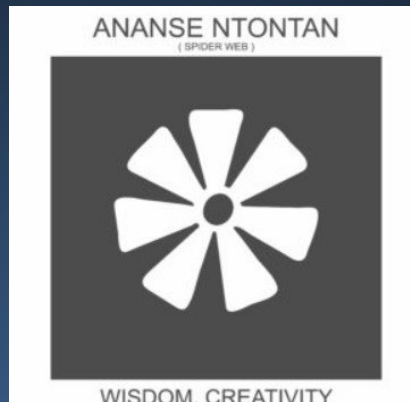


Reflect to go back and get it!

What have you been hearing from your **Black scholars, faculty, and staff** on campus? Seeing in your (street) **data**?



PROGRAMMING & CULTURE





PROGRAMMING & CULTURE



Students, Faculty, Staff, and Administrators Engaged In...

- My Becoming Story – A speaker series where students learned from the experiences of others who have gone before them
- Lunch & Learns - a time for students to come together over a meal as they grow their understanding of their identity and how they engage in their present and futures
 - Academic Success
 - Basic Banking



PROGRAMMING & CULTURE



Students, Faculty, Staff, and Administrators Engaged In...

- Community Experiences - Connecting the NLU community and like-minded scholars who are looking to speak positive, and impactful messages into one another's lives.
 - Community Conversations
 - Induction Ceremony
 - End of Year Celebration



LESSONS LEARNED



LESSONS LEARNED

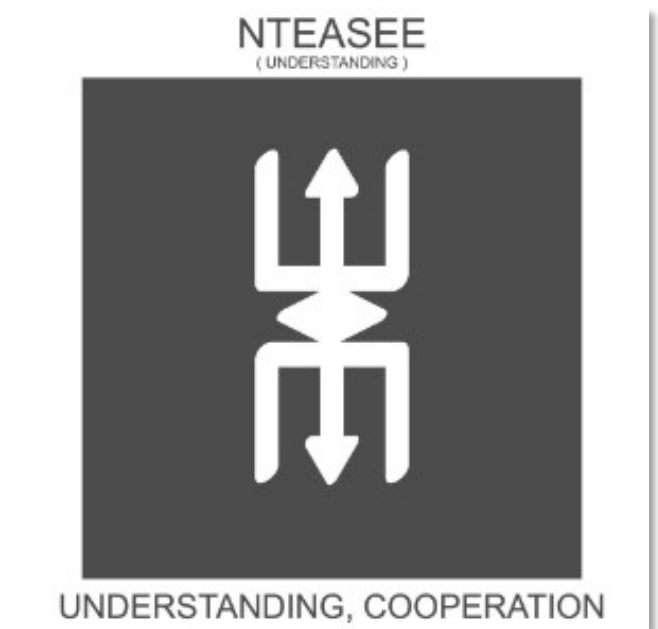


- Your data story matters
 - Never stop getting the qualitative narrative
 - The marriage of academic outcomes and student affairs
- The changing definition of fun and community
- Creating conditions for success lead to success
- Students are smart- we should listen to them more
- The power of branding and marketing
 - The positives of highlighting the work
 - The challenges with highlighting the work

SHARE & COMPARE

What **correlations or comparisons** can you make to NLU's BSEEN community?

What **lessons** have you learned so far about your own Black student communities that you can **share**?



THE FUTURE OF BSEEN



THE FUTURE OF BSEEN

- Empathy Interviews will continue
- Opening of a Black Student Center
- The BSEEN Student Leadership team
- Implementation of an assessment model
- Black History at NLU Timeline



Collective Dreaming



- What does the **future** hold for your **Black scholars** (*near future and freedom dreaming for the extended future*)?
- What can we **learn** from **one another** that can **benefit all Black scholars**?
- How can we **keep** this **learning** and **dialogue** going?

ME WARE WO
(I SHALL MARRY YOU)



COMMITMENT, PERSEVERANCE

CONTACT US



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BSEEN @

NATIONAL LOUIS UNIVERSITY



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