Beyond traditional mentors: mentoring moments and networks

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Social Identities

Gender  Religion  Education  Nationality  Language

Birth Order  Physical Health  Age  Occupation  Sexuality

Mental Health  Learning Style  Family status  Tenure  Race

SES status  Geographic region

Source: Created by Joyce W. Yen, Ph.D. Adapted from 2009 LEAD presentation by Kecia M. Thomas, Ph.D., Professor of Psychology and Sr. Advisor to the Dean of the Franklin College of Arts & Sciences, University of Georgia.

Our Plan

1. Welcome
2. Goals
3. Reflection & Listening
4. Discussion
5. Conclusion

Mentor and Mentee Views on Cultural Diversity in Research Mentoring Relationships

Should you address cultural diversity directly in the mentoring relationship?

*Results compare yes responses with those responding no or not indicating an opinion.

Source: Dr. Angela Byars-Winston, PhD. Professor in the University of Wisconsin Department of Medicine, Division of General Internal Medicine. Race Matters.
Guidelines for Today

1. Welcome
2. Stay Engaged
3. Speak Your Truth
4. No Fixing
5. Experience Discomfort
6. Take Risks
7. Listen for Understanding
8. Expect and Accept Non-closure
9. Honor Confidentiality

Adapted from: Agreements: Courageous Conversations about Race, Singleton & Linton
Appendix C: Diversity, Equity & Inclusion: Strategies for Facilitating Conversations on Race

Goals for Today

1. Expand Your Mentoring Framework
2. Try Out a Peer Mentoring Model

What comes to mind when you hear the word mentor?

What are your mentoring needs?

1. Accountability
2. Professional Development
3. Brainstorming / Problem Solving
4. Intellectual Community
5. Leadership / Role Modeling
6. Sponsorship
7. Access to Opportunities
8. Safe Space / Counterspace
9. Honest Feedback
3. Reflection & Listening

Mentoring Map

- Mentoring Needs & Multiple Mentors

New Mentoring Framework

Power of Peers Circles

What are POP Circles?
- Peer mentoring & feedback model
- Structured opportunity to work on your own specific topic
- Address an issue you'd like feedback on
- Based on model described in the book Every Other Thursday by Ellen Daniell

3. Reflection & Listening

4. Discussion
Today’s POP Circles

• Groups of about 5-6 people.
• Need 2 volunteers in each group.
• Each will have 10 minutes to get feedback on an issue
• Each 10 minute round:
  1. **Individual**: State issue you’d like help figuring out and what you’ve already tried or thought about. State what type of feedback you would like
  2. **Group**: Ask clarifying questions and offer feedback
  3. **Timekeeper**: Given 1 minute warning (each person gets 10 minutes total time)
  4. **Individual**: Make a contract at the end of your time to take action related to issue and include timeframe (1 min)

Conclusions

• What is your take home for today?
• What will you do in the next 7 to 10 days get the mentoring you need?

• **Take home 1**: Traditional GURU MENTOR model → YOU-focused needs-based multiple mentors model
  • **Tip/Tool 1**: Focus on finding mentors for one area at a time
  • AND Refresh your needs/mentor map regularly

• **Take home 2**: Peer mentoring can ↑ community, ↑ empowerment, ↓ isolation and ↑ problem solving ability.
  • **Tip/Tool 2**: Develop a peer mentoring plan in the next 7 to 10 days.

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