

Beyond traditional mentors: mentoring moments and networks

SICB 2018

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The Society for
Integrative &
Comparative
Biology

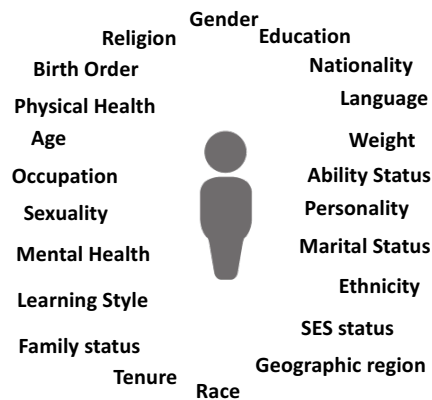
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Our Plan

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



Social Identities

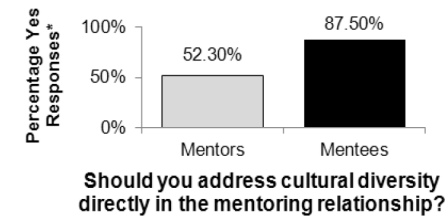


1. Welcome

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



Mentor and Mentee Views on Cultural Diversity in Research Mentoring Relationships



* 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.



1. Welcome

Guidelines for Today

- Stay Engaged
- Speak Your Truth
- No Fixing
- Experience Discomfort
- Take Risks
- Listen for Understanding
- Expect and Accept Non-closure
- Honor Confidentiality

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

1. Welcome



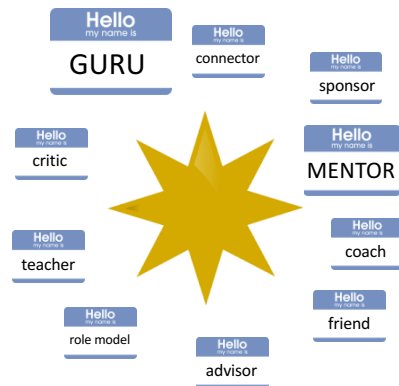
Goals for Today

- Expand Your Mentoring Framework
- Try Out a Peer Mentoring Model

2. Goals



What comes to mind when you hear the word mentor?



3. Reflection & Listening



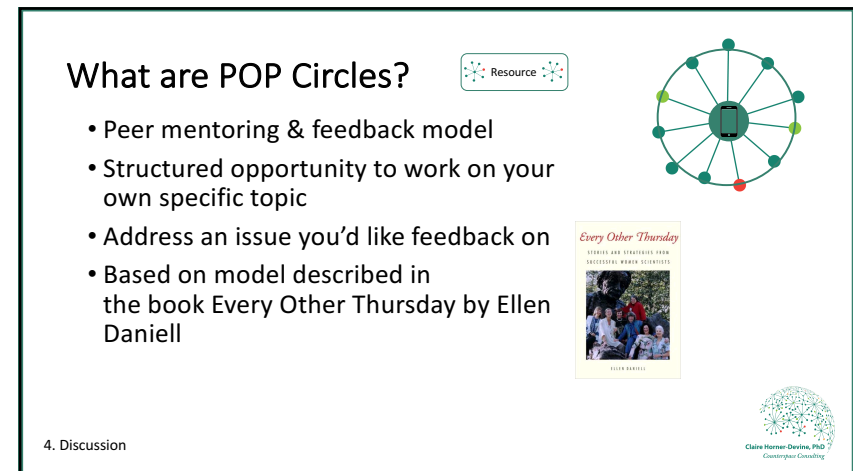
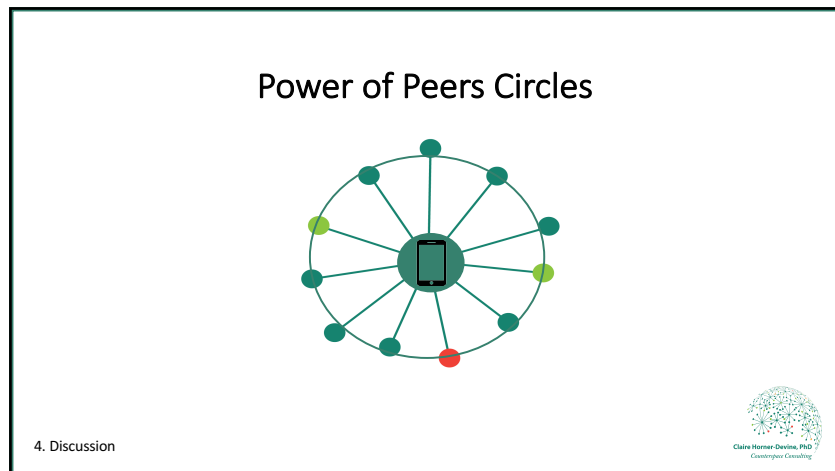
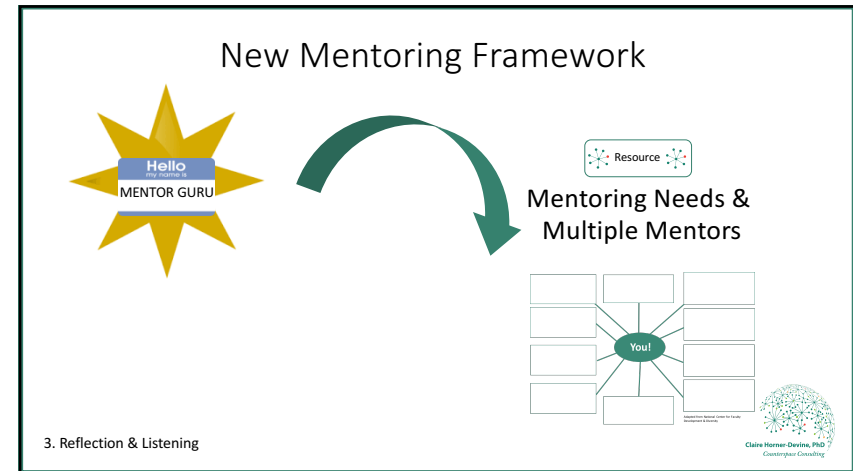
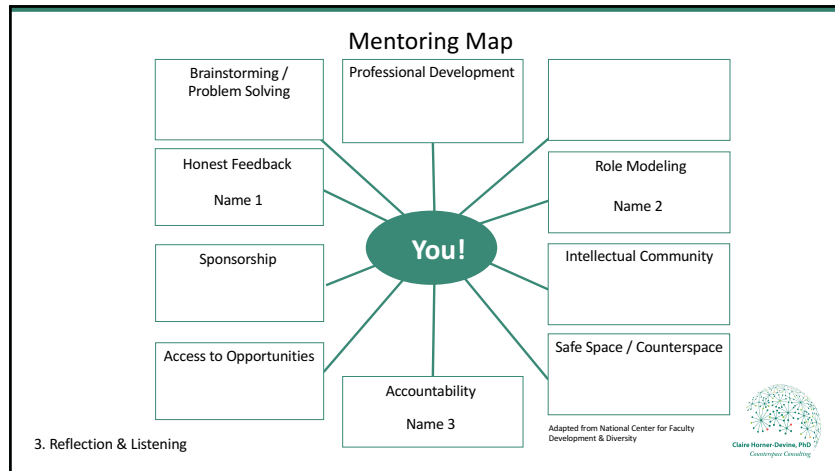
What are **your** mentoring needs?



Resource

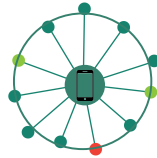
3. Reflection & Listening







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)



4. Discussion

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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