

# Equity-Driven STEM Mentorship Award

**Aim:** To equip mentors from under-represented minorities with the skills and knowledge necessary to be effective mentors so that;

- a. They can develop their own professional profiles as future leaders
- b. They can take an inclusive approach to mentoring STEM students

## Learning Outcomes

At the end of this programme participants will be able to:

1. Describe their role as a mentor of research students
2. Demonstrate key mentoring skills including
  - a. Building rapport and developing trust
  - b. Active listening skills
  - c. Communication skills
3. Identify their own behavioural strengths and demonstrate an understanding of behavioural diversity in practice
4. Offer constructive feedback with the intention of enabling the student to develop their own skills, particularly in relation to writing skills
5. Act as an ally to others who are subject to micro-aggressions
6. Develop their own reflective practice

## Mentoring Skills Survey

<https://www.surveymonkey.com/r/Q8JC88C>





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## Mentor's Competencies

1. Building Rapport & Trust
  - a. Creates the conditions in which to connect with the mentee and establish strong interpersonal relationship.
  - b. Acts with integrity and reliability
  - c. Respects confidentiality
2. Active Listening
  - a. Demonstrates the ability to fully concentrate, understand, and respond to mentees
  - b. Asks clarifying questions to ensure a deep understanding of mentee's concerns
3. Communication Skills
  - a. Conveys information clearly and effectively
  - b. Adapts communication style to the mentee's preferences and needs
4. Empathy
  - a. Understands and appreciates the mentee's perspective
  - b. Demonstrates sensitivity to the mentee's feelings and experiences
5. Adaptability
  - a. Adjusts mentoring style based on the changing needs and preferences of the mentee
  - b. Adapts to new situations and challenges in the mentoring relationship
6. Goal-setting
  - a. Assists mentees in setting clear and achievable goals
  - b. Provides guidance on developing action plans to reach those goals
7. Coaching Skills
  - a. Offers support appropriately
  - b. Is able to offer challenge when needed
8. Offering Feedback
  - a. Delivers constructive feedback in a supportive manner
9. Cultural Competence
  - a. Demonstrates an understanding and appreciation for diversity
  - b. Respects and values cultural differences in mentoring relationships
  - c. Understood the impact of micro-aggression and developed strategies to act as an ally to those subjected to micro-aggressions
10. Reflective Practice
  - a. Encourages mentees to reflect on their experiences and learning.
  - b. Models a commitment to continuous improvement and self-reflection

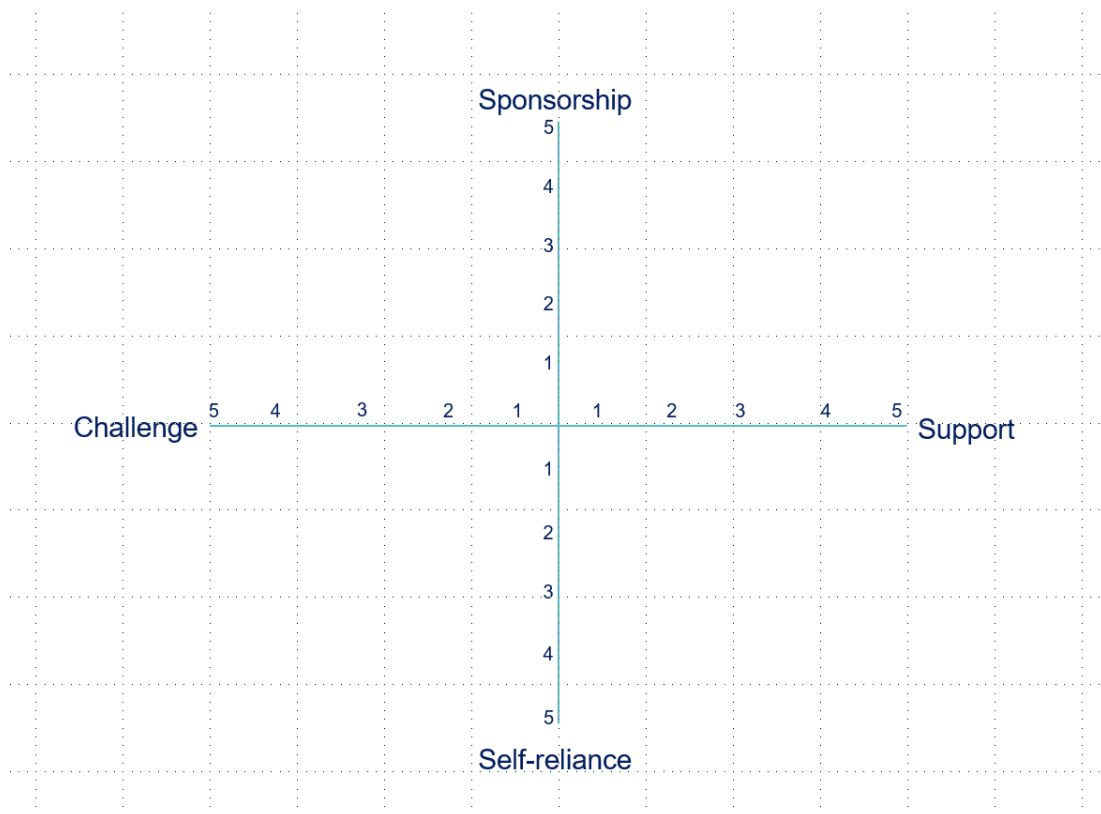


**Mentoring**

1. Who has mentored you well?
2. What sort of mentor do you hope to be?
3. What sort of mentor do you NOT want to be? Does anything worry you about being a mentor?

**The role of the mentor**

What does each of these terms mean to you?



How much of each element do you think there is in a mentoring relationship?

Mark on the page what you expect to offer in relation to each element.



## Goal-setting

Name:

Date:

S M A R T

**Goal**

Specific Measurable Attainable Relevant Timely

My goal:

This goal is important to me because...

Steps I need to take to achieve my goal:

- 
- 
- 

Potential Set-Backs/Challenges:

- 
- 
- 

Potential Solutions:

- 
- 
- 

I will know I am being successful when:



**Structuring a Mentoring Conversation**

**CLEAR SAMPLE QUESTIONS**

<b>C</b>	<b>Context</b>	<ul style="list-style-type: none"> <li>• What do you want to work on today?</li> <li>• What would be a good outcome from this session?</li> <li>• How challenging do you want me to be today?</li> </ul>
<b>L</b>	<b>Listen</b>	<ul style="list-style-type: none"> <li>• What are the 3 things at the forefront of your mind now?</li> <li>• What is the present situation?</li> <li>• What have you done so far?</li> </ul>
<b>E</b>	<b>Explore</b>	<ul style="list-style-type: none"> <li>• What are the different ways that you could approach the issue?</li> <li>• What other things could you do?</li> <li>• What might someone you admire do?</li> <li>• What else?</li> </ul>
<b>A</b>	<b>Action</b>	<ul style="list-style-type: none"> <li>• Which option(s) do you choose to take action on?</li> <li>• Will this give you what you want?</li> <li>• How will you know whether it has succeeded?</li> </ul>
<b>R</b>	<b>Review</b>	<ul style="list-style-type: none"> <li>• What obstacles do you have to overcome?</li> <li>• What support do you need, and from whom?</li> <li>• What will be different?</li> </ul>



**CLEAR MODEL**

**Step 1: Articulate the Intention**

Step 3: Listen – what is going on for this person?

Step 4: Explore – what is possible?

Green energy

Yellow energy

Step 2: Context – What are the facts?

Step 5: Action - What action will you take?

Blue energy

Red energy

Step 6: Review – summarise conversation & agreed action





### The Diversity Awareness Ladder

Stage	The inner conversation	The outer conversation
1. Fear	What do I fear from this person? What do I fear learning about myself? What might I be avoiding admitting to myself?	What do we have in common? What concerns do you have about me and my intentions?
2. Wariness	What if I say the wrong thing? Is their expectation of me negative and/or stereotyped?	How can we be more open with each other? How can we recognise and manage behaviours that make each other feel uncomfortable/unvalued?
3. Tolerance	What judgements am I making about this person and on what basis? What boundaries am I seeking/applying in dealing with this person?	How can we exist/work together without friction? How can we take blame out of our conversations?
4. Acceptance	Can I accept this person for who they are? Can I accept and work with the validity of their perspective, even if it's different to from mine?	What values do you hold? How do you apply them? How can we make our collaboration active and purposeful?
5. Appreciation	What can I learn from this person? How could knowing them make me a better/more accomplished person?	What can we learn from each other? How will we learn from each other?

Source: Clutterbuck, D, Poulsen, K.P. and Kochan, F (2012) *Developing successful diversity mentoring programmes: an international casebook* Maidenhead: McGraw-Hill.

### Reflection

What action do you need to take in order to improve your mentoring skills?

When will you take that action?

What help & support do you need?

How will you know you have been successful?