Equity-Driven STEM Mentorship Award

Mentee's Competencies

1. Builds Rapport & Trust
   a. Is open to establishing a strong working relationships
   b. Acts with integrity and reliability e.g. in relation to deadlines
   c. Respects confidentiality

2. Takes responsibility for own learning
   a. Demonstrates commitment to continuous improvement through work effort
   b. Engages in self-reflection to identify on-going development needs

3. Communication Skills
   a. Conveys information clearly and effectively
   b. Listens actively, demonstrating the ability to fully concentrate, understand, and respond to mentor
   c. Asks clarifying questions to ensure a deep understanding

4. Empathy
   a. Understands and appreciates other's perspective
   b. Demonstrates sensitivity to other's feelings and experiences

5. Listens and reflects constructively on feedback, specifically in relation to writing skills

6. Cultural Competence
   a. Demonstrates an understanding and appreciation for diversity
   b. Respects and values cultural differences in working relationships
   c. Understands the impact of micro-aggression and develops strategies to act as an ally to those subjected to micro-aggressions

Being a student "mentee"

What is working well for you now?

What sort of mentoring support do you want?

What gets in the way or blocks your progress?

The Diversity Awareness Ladder 2

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 ca 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.

Goal-setting: What is your goal?

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: