

MENTOR DEVELOPMENT WORKSHOP

The MarSci-LACE program has created the Mentor Development Workshop to provide effective methods and strategies to help mentors develop productive, and culturally responsive mentoring relationships with their mentees. This workshop consists of the following 5 modules:

Module 1: Understanding Mentorship

- Highlights the definition of mentorship
- Discusses the barriers to effective mentorship
- Identifies mentorship functions and stages

Module 2: Psychosocial Factors in Undergraduate Research Experiences (UREs)

- Explores interactive case studies
- Discusses the processes, products, and domains of learning
- Analyzes the following psychosocial factors: sense of belonging, science identity, self-efficacy

Module 3: Ally Skills

- Highlights highlights the roles of privilege and power
- Promotes group discussion on strategies for intervening as an active bystander
- Provides practice and methods of being an effective ally

Module 4: Culturally Responsive Mentoring

- Introduces an approach to mentoring that includes evaluation of one's own prejudices, biases, and attitudes
- Guides mentors on the validation of the mentee experience as it relates to cultural history, identity, and worldview

Module 5: Mentor Plan Development

- Provides guidance on creation of unbiased recruitment and selection processes, such as rubrics and structured interviews
- Reflection on mentorship successes and challenges, and discusses strategies for aligning mentee expectations, communications, and self evaluation

"Culturally, responsive interactions between mentors and mentees can help historically underrepresented mentees successfully progress in their research careers, becoming effective mentors, scientific leaders and research team members of the future" - CIMER, ENTERING MENTORING