

Optimizing Inclusive and Culturally Responsive Mentoring Practices



University of Vermont
February 1 2022, 1:30-3:00p

Speaker: Dr. Kelly Diggs-Andrews
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Responses from the “One Mentoring Action” exercise

What is ONE change you will make in the **next 4-6 weeks** to enhance your mentoring relationships?

Theme: *Improving communication and creating opportunities to discuss experience with mentees*

- To ask each person an open-ended question
- Ask every trainee what they need from me in order to make a better/happier/more productive them and what do they need from themselves
- Open space in staff meeting for sharing about culture
- Share a reading or other communication about diversity and science with my mentees
- Start every meeting with a wellness check
- In group meeting, ask everyone to share something extracurricular or how they are doing
- Let graduate students know we are all diverse and encourage opportunities to discuss this
- Provide more space for students to talk/share and encourage self-reflection for all
- Sticking to open-ended questions to avoid making big assumptions, then allowing more silence for people to respond
- Ask more questions
- Bring up these questions posed today with my department to encourage a larger discussion
- In the spirit of relationships are as important as the research, spend more time getting to know my advisees and mentees
- Plan a potluck for as soon as it is warm enough to be outside
- Asking mentees how they are doing in a holistic sense
- Discuss values and strategies of our lab group’s culture
- Provide a briefing to my staff and students on the importance of today's topic, mentioning my attendance here

Theme: *Continuing mentorship education and skill building*

- Seek training via “Entering Mentoring” or summer to hone my skills and understanding and practice
- Read “How to be an Anti-racist” by Dr. Ibram Kendi
- Devote time to reading literature on student experiences and outcomes to develop a more informed and intentional approach and can be more prepared to have positive interactions going forward
- Download and begin to read “Entering Mentoring”
- Read one thing to grow

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Theme: *Increasing self-awareness and personal accountability*

- Address to diversity earlier in the mentor-mentee relationship and not dance around issues
- Be more flexible
- Develop a quick “sound byte” of my identity that hopefully sounds like it opens the door to conversations about identity and doesn't sound awkward
- Follow-up & take more responsibility for the relationship
- Be more responsive
- Transparency
- To lead with vulnerability and intentionality
- Take time to reflect on my own biases after mentoring meetings
- Strengthen mentoring through personal growth