

CSUSM

Welcome

Introduction to addressing diversity
issues between you and your mentee





Introductions

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Name

Company

Position

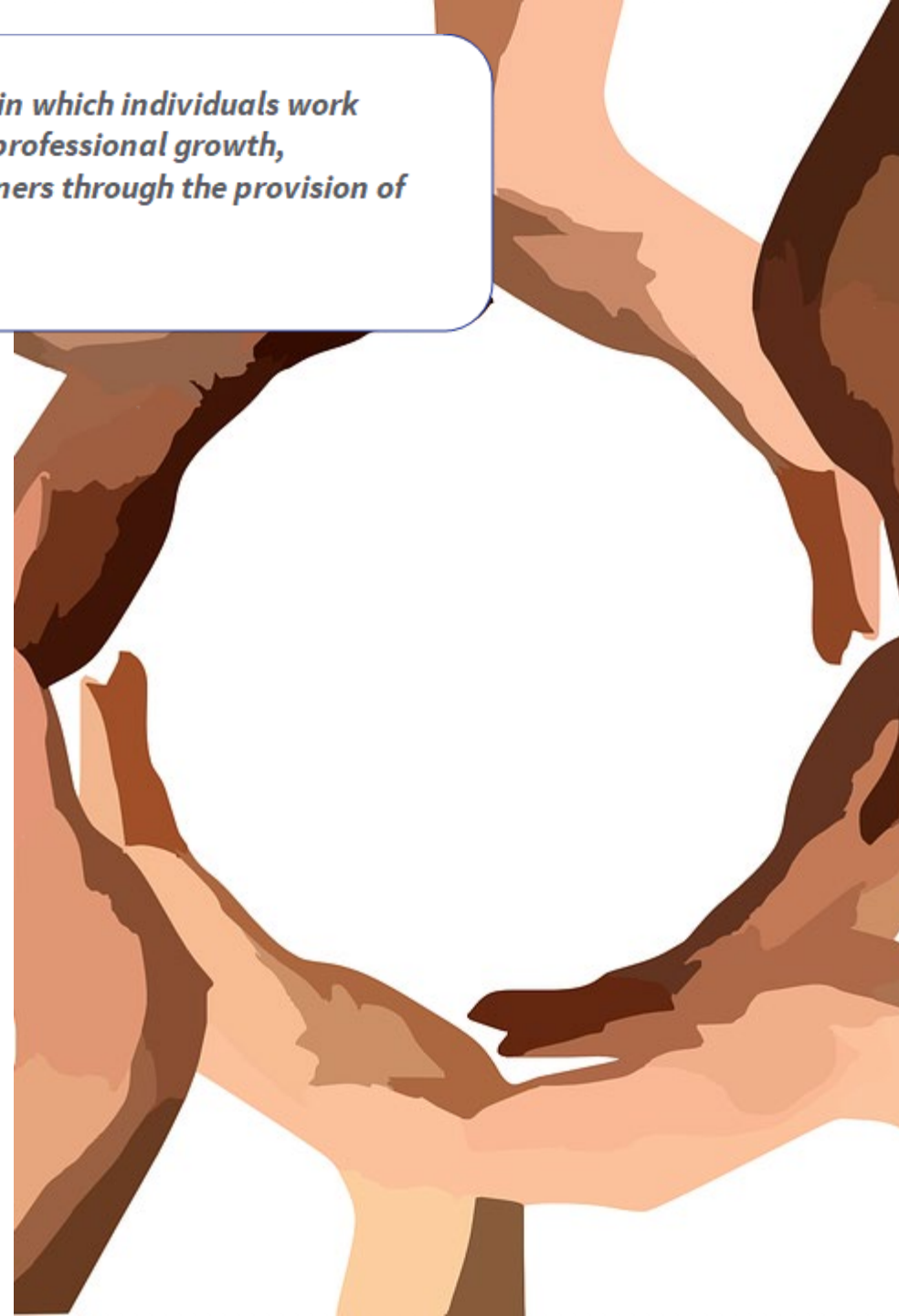
“Mentorship is a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.”

-National Academies of Sciences, Engineering, and Medicine, 2019.

Diversity



- Race and ethnicity
- Learning and physical disabilities
- Gender
- Age
- Sexual orientation
- Religion
- First generation college



Brief definitions



Equity vs equality:

equity is fairness, individual needs are met to reach same outcome and

equality is evenness, providing the same resources and opportunities and

assuming everyone is at the same level to reach the same outcome

Implicit or unconscious bias

attitudes and assumptions about people outside of a person's

awareness; when becomes explicit this is a stereotype which is an

oversimplified categorization of a person without knowing them

Inclusion

builds a culture of belonging by actively inviting the contribution and

participation of all people, different identities feeling and/or being valued,

leveraged, and welcomed within a given setting



Brief definitions

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Microaggressions

Slights, insults, invalidations that some people experience in everyday interactions that others are unaware of

Stereotype threat

“socially premised psychological threat that arises when one is in a situation or doing something for which a negative stereotype about one’s group applies” (Steel & Aronson, 1995)

Impostor Syndrome

the constant feeling of self-doubt, insecurity, and fraudulence despite evidence of the contrary



Pilot

Outsider



Think about a time that you felt like an “outsider, that you didn’t fit in or felt conspicuous

Share the situation, what did it feel like, and how did you react?



In groups

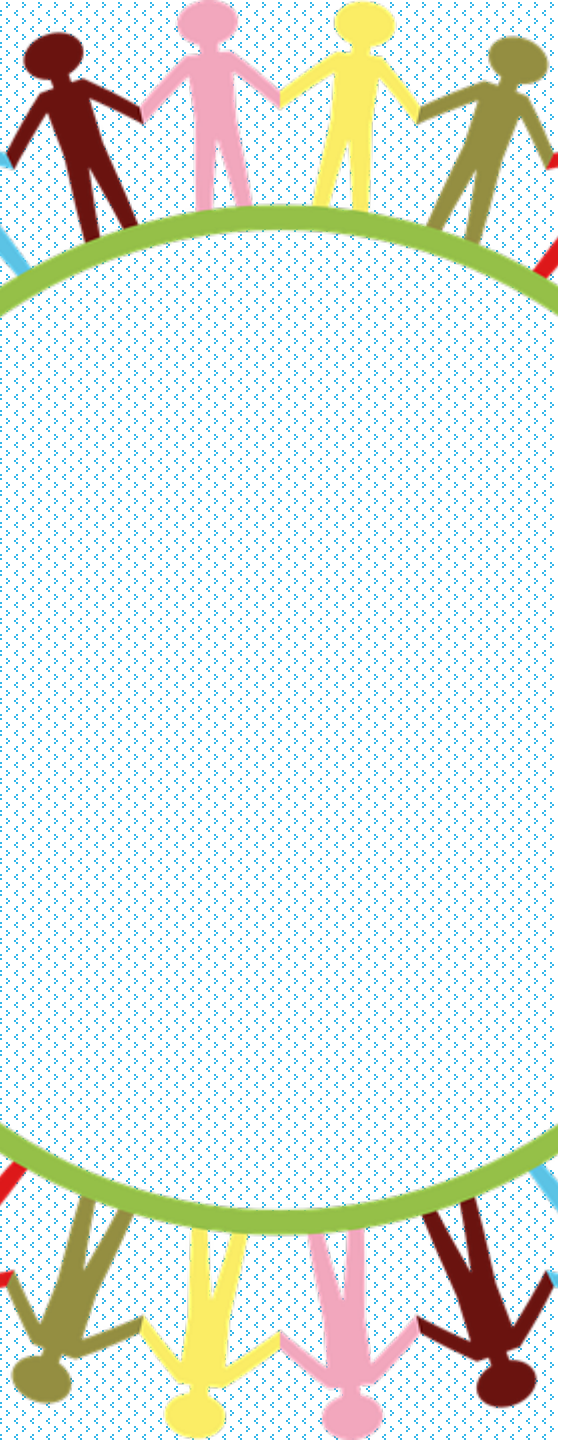


Read the brief case study and discuss

What was your initial reaction?

If a colleague came to you with this situation, what would you advise them to do?

How can you capitalize on differences to create an effective and enjoyable mentoring relationship?



Be open and show interest...listen

Value different perspectives and experiences



Use microaffirmations

Communicating and kindness and respect in subtle ways



Acknowledge identity

Move beyond a 'colorblind' mindset



Ask for feedback



Acknowledge implicit/unconscious bias



Look for additional training

On mentoring and cultural sensitivity

Resources



https://drive.google.com/drive/folders/10-fufU5eZF7wi9sl4rXv9hly--m4y_go?usp=drive_link

<https://diversity.nih.gov/sociocultural-factors/implicit-bias-training-course>

LinkedIn Learning

<https://www.linkedin.com/learning/unconscious-bias-14822310/why-identify-your-bias?u=117645162>



THANK YOU

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