

STRATEGIES FOR EFFECTIVE MENTORSHIP OF BIPOC STUDENTS

4 Things to Consider



EXAMINE YOUR POSITIONALITY & THE AREAS IN WHICH YOU HOLD POWER AS A MEANS OF NAMING, ACKNOWLEDGING AND BEING ABLE TO DISCUSS POWER DYNAMICS BETWEEN YOU AND YOUR MENTEE.

Be open to incorporating this into your first meeting(s) discussion to recognize that power is always operating and seek to manage those dynamics to create a more comfortable space for your mentee.

APPROACH RELATIONSHIPS WITH BIPOC MENTEES IN THE SPIRIT OF LEARNING AND INQUIRY; AND ACKNOWLEDGE THAT THERE WILL BE MOMENTS WHERE YOU WILL NOT UNDERSTAND WHAT THEY ARE EXPERIENCING.

Be willing to tap into other resources (other faculty, colleagues in the field, etc.) to ensure your mentee is able to receive the support they need.

IN MOMENTS OF RACE RELATED TRAGEDY AND TRAUMA, BE PRESENT AND LISTEN TO WHAT YOUR MENTEE NEEDS.

During these times, remember to take cues from your mentee on how to best support them.

IF YOUR MENTEE CONFIDES IN YOU ABOUT EXPERIENCING DISCRIMINATION/RACISM AT THE SCHOOL, LISTEN TO THEM, ACKNOWLEDGE THE INCIDENT AND AFFIRM THEIR FEELINGS. ALSO, ASK THEM HOW YOU CAN BEST SUPPORT THEM.

In these instances, it is important that your mentee feels that they have a trustworthy support system that centers their best interest and wellbeing.

WHAT SHOULD WE DISCUSS?

A BREAKDOWN BY SEMESTER

