



# MENTORING UNDERREPRESENTED PROFESSIONALS IN COLLABORATIVE HEALTH CARE SETTINGS

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# OBJECTIVES



- Identify skills and challenges of URM professionals in collaborative settings
- Describe areas of growth for mentors working with URM mentees
- List strategies to provide culturally appropriate mentorship for URM professionals.

# MY BACKGROUND...

Faculty member— Halifax Health Family Medicine Residency, Daytona Beach, FL

Psychologist/Therapist

Teaching—health equity, antiracism, DEIA

Mentorship Programs— Behavioral Science Fellowship; URM Mentorship





- *Many BIPOC MH professionals in IBH spaces can feel isolated and unrelatable.*

- Belonging and caring anchors our sense of place in the universe.

- *Patricia Churchland*

- *Think of a time when a mentorship experience helped give you a sense of belonging.*



# CHALLENGES AND SKILLS OF URIM MENTEES

- Challenges
  - Discrimination/marginalization
  - Isolation
  - Lack of role models
  - Microaggressions
- Skills
  - Resiliency
  - Persistence
  - Creativity





URM professionals are often subjected to microaggressions.

I would never have guessed someone so young could do so well on that project

Where was your family from, before they came here?

Your English is great for someone who isn't from this country

You are so articulate

Oh you're the boss?

# STRESSORS ON URIM PROFESSIONALS IN INTEGRATED CARE SETTINGS

- *Nora loves her new job in the integrated health center working with children and families. She feels respected by the other professionals and feels gratified working with her patients. Privately, there are some things bothering her in this new setting. She worries about*
  - Being the “only” in her profession
  - Being the “only” in her racial/ethnic background
  - Being the peacemaker/problem solver
  - Being asked to do DEI work/“minority tax”
  - Focusing on others’ self-care at her own expense
  - Perfectionism/fear of failure
  - Representing her race/identity





# BUILDING EFFECTIVE MENTORSHIP RELATIONSHIPS

Understand the importance of trust and respect

Find the right mentor/mentee pairing

Embrace the two-way street of mentorship

Establish clear goals and expectations



# GROWTH AREAS FOR MENTORS

- Self reflect
  - Social Identity Profile
  - Implicit Association Test
- Lean into uncomfortable conversations
- Be a role model
- Practice cultural humility



# SKILLS FOR EFFECTIVE MENTORSHIP

- Facilitate goal setting
  - long and short term
- Provide sponsorship
  - Upstander vs. bystander
- Use “OARS” listening
- Help mentees with self care



# REFLECTIVE LISTENING: OARS



Open Ended Questions

Affirming Statements

Reflection

Summarizing

# HELPING MENTEES ADDRESS SELF CARE

- Understand impostor syndrome
- Saying yes vs no; “minority tax”
- Find ways to address concerns about discrimination
- Find allies, possibly in other organizations
- Engage in activities that nurture the spirit



# DIFFICULT CONVERSATIONS FOR RACIALLY DISCORDANT MENTOR-MENTEE PAIRS

- Be brave—lean into discomfort. Use your mistakes as a transparent learning session.
- Be aware of how privilege can present itself in conversation.
- “Step back” when appropriate. Follow mentees lead.
- Listen for an invitation to discuss oppressive experiences.
- Don't teach/preach. Don't try to "fix" the problem.





- Mentors can provide much needed support for URM professionals.
- What can you do to be an effective mentor?
- SMART goal—specific, measurable, attainable, realistic and time bound

# RESTATING THE OBJECTIVES...



- Identify skills and challenges of URM professionals in collaborative settings
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- List strategies to provide culturally appropriate mentorship for URM professionals.





## MENTORING IS A GIFT...

- "We are greater than, and greater for, the sum of us."

▪ *Heather McGhee*

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