

MENTORING UNDERREPRESENTED PROFESSIONALS IN COLLABORATIVE HEALTH CARE SETTINGS

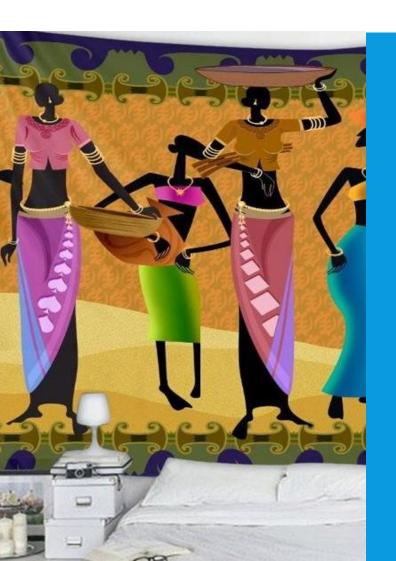
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Presented to: CFHA Primary Care Behavioral Health SIG

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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...

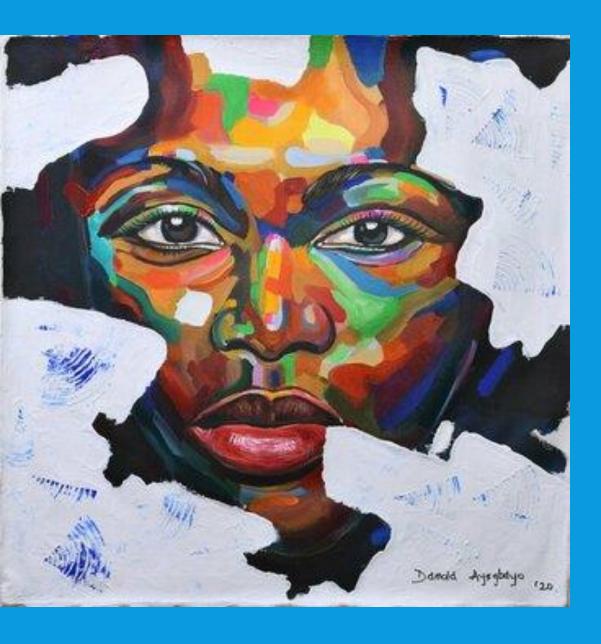
Faculty member— Halifax Health Family Medicine Residency, Daytona Beach, FL

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.



CHALLENGES AND SKILLS OF URIM MENTEES

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



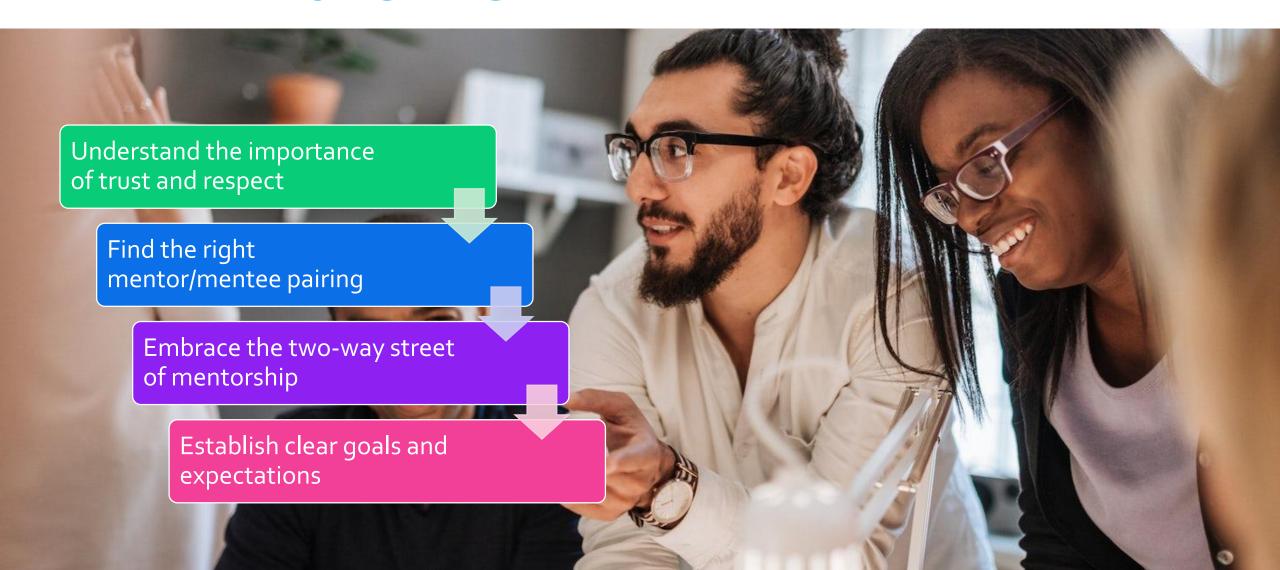


STRESSORS ON URIM PROFESSIONALS IN INTEGRATED CARE SETTINGS

- 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

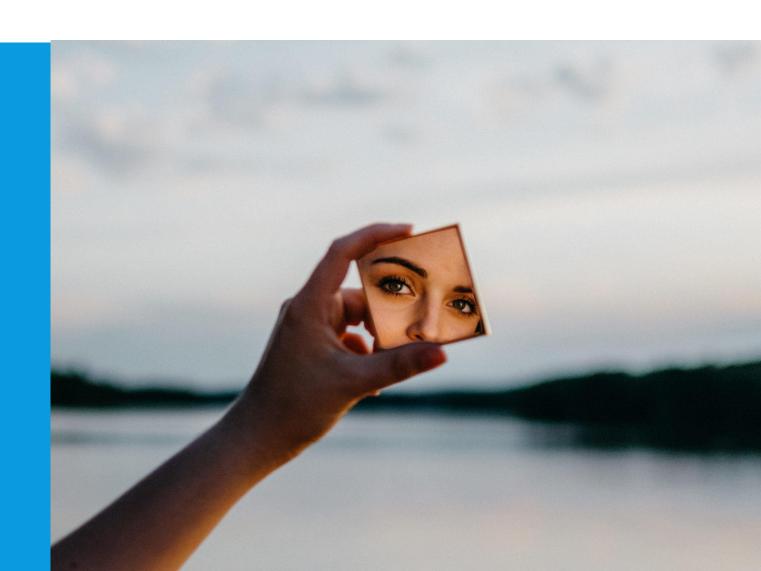


BUILDING EFFECTIVE MENTORSHIP RELATIONSHIPS



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

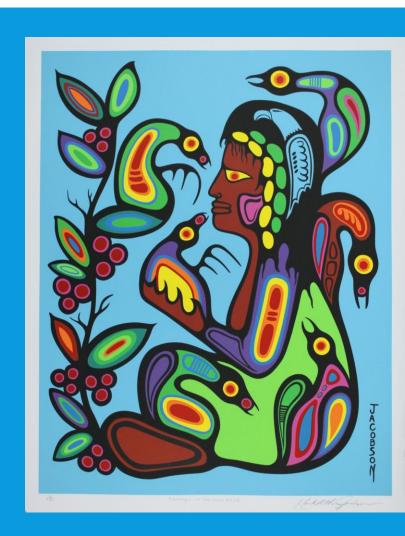
HELPING MENTEES ADDRESS SELF CARE

- 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



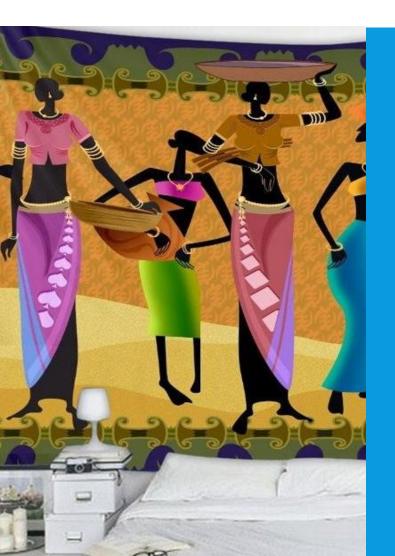
DIFFICULT CONVERSATIONS FOR RACIALLY DISCORDANT MENTOR-MENTEE PAIRS

- 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.





RESTATING THE 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.



MENTORING IS A GIFT...

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

Heather McGhee

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