

Culturally Aware Mentoring (CAM) - Workshop Overview

Introduction to CAM:

Research shows that culturally diverse teams outperform and out-innovate culturally homogenous teams, and lead to better science. But addressing cultural diversity can be daunting. In recent times, we have been confronted with the difficulties of racial discussions and the legacy of racism in our institutions. Research is not insulated from these dynamics.

This awareness-raising workshop is designed for mentors who have already completed some core mentorship education and reflected on their practice. It helps mentors identify their personal assumptions, biases, and privileges that may operate in their mentoring relationships. Through group discussion, case studies, and role play, mentors have the opportunity to learn and practice culturally aware mentoring skills.

While there are many aspects to cultural diversity, the CIMER CAM workshop developed through NIH support focuses primarily on racial and ethnic diversity within the US in the biomedical sciences. Extrapolations can easily be made to other aspects of cultural diversity beyond race. It should further be noted that the workshop includes an activity that deals with systematic oppression and racialized violence. If you have concerns about this content, please let us know.

Learning Objectives:

- Identify how cultural beliefs, worldviews, and identities influence mentoring practices
- Recognize how cultural diversity can impact, complicate, and benefit research mentoring relationships
- Acknowledge the impact of conscious and unconscious assumptions, privilege, stereotype threat, and biases on the mentor-mentee relationship
- Apply evidence-based strategies using case studies to reduce and counteract the impact of biases, stereotype threat, and privilege to foster trusting, culturally responsive mentoring relationships

Participant Qualifications:

- Be a faculty member, instructor, or administrator currently mentoring students, faculty or staff.
- Previous experience with research mentor training.
- Willingness to complete ~2-3 hours of pre-session work (see below).

Logistics:

Format: Culturally Aware Mentoring (CAM) from CIMER will be offered as an all-day in-person event with three Facilitators and requires roughly 2-3 hours of pre-work (see below).

Participant limit: Please note that space is limited, and once we reach capacity, additional registrants will be placed on a waitlist. Openings may become available if participants drop out due to unforeseen scheduling conflicts.

Pework: In addition to having completed prior mentor training, CAM participants are asked to complete an online module, iCAM, to which a link will be provided a few weeks before the workshop, and to complete a personal reflection exercise, Culture Box. These two pre-work assignments will take ~2-3 hours in total.

Agenda outline:

1. *Intrapersonal* work: Consider who we are as cultural beings and examine some of our own beliefs about and experiences with race and ethnicity.
2. *Interpersonal* work: Examine how race/ethnicity matters are at play in influencing trainee experiences and research mentoring relationships
3. *Skill Building* work: Practice applying some of the CAM principles to our own mentoring practices.