What is Culturally Aware Mentor Training?

- Fundamentals of best mentoring practice
- Interwoven with self-reflective dialogue about race and ethnicity and their influence on training experiences
Facilitators:

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Director, Center for the Improvement of Mentored Experiences in Research (CIMER)  
Wisconsin Center for Education Research  
Director and PI, Mentor Training Core, National Research Mentoring Network  
(NRMN - $19 million NIH initiative)  

Lead author, *Entering Mentoring* curriculum  
Member, NAS study committee on the science of STEMM mentoring  

**Angela Byars-Winston, PhD**  
Professor of Medicine, University of Wisconsin School of Medicine  
Director of Research and Evaluation, UW Center for Women’s Health Research  
Co-investigator, National Research Mentoring Network  
Lead author, *Culturally Aware Mentoring* curriculum  

Elected Member, National Academy of Sciences Board of Higher Education & Workforce  

Led the NAS Consensus Study on Science of STEMM mentoring
Culturally Aware Mentoring Workshop

Mentoring skills

Effective communication
Aligning Expectations
Developing trainee self efficacy
Mentoring Development Plan

Cultural awareness

Research mentoring from a culturally aware lens
- Cultural self-awareness
- Racial ethnic identity awareness

Stereotype threat and microaggressions relevance in research training

Tale of “O”
Discussion of being the only

Broaching styles
Culturally Aware Mentoring Workshop Agenda

**DAY 1**

Research mentoring from a culturally aware lens
- Cultural Self-Awareness *(Culture Box)*
- Racial/Ethnic Identity assessment
- Stereotype threat and microaggressions: relevance in research training

Effective communication

Aligning Expectations – mentoring compacts

Addressing Equity and Inclusion

Developing research self-efficacy

**DAY 2**

Discussion of online module

Tale of “O” (discussion of being the only)

Broaching styles

Mentoring Development Plan

**Homework: Online module** (a history of racial discrimination and civil rights in the US)
Workshop evaluations:

What participants have said:

“The culture box was a great activity. It made me think about how my own identity influences my biases and how I perceive others. I wish that we had more time to explore this more deeply.”

“Overall, this was a fantastic workshop and I am really glad that I came. I feel like the online module would have been more helpful if done the day before the workshop rather than in between the two days.”

“I hope that the training can be expanded to more mentors.”

“I think that this training should be mandatory for all faculty”.

“It really helped me to be able to initiate discussions with people in my lab to make sure that I am providing the mentoring they need.

It also gave me a concrete toolkit of vocabulary and actions to take to make sure that my lab environment is truly a place where people from all backgrounds feel like they belong and feel included.”