

# 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:



## **Christine Pfund, PhD**

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

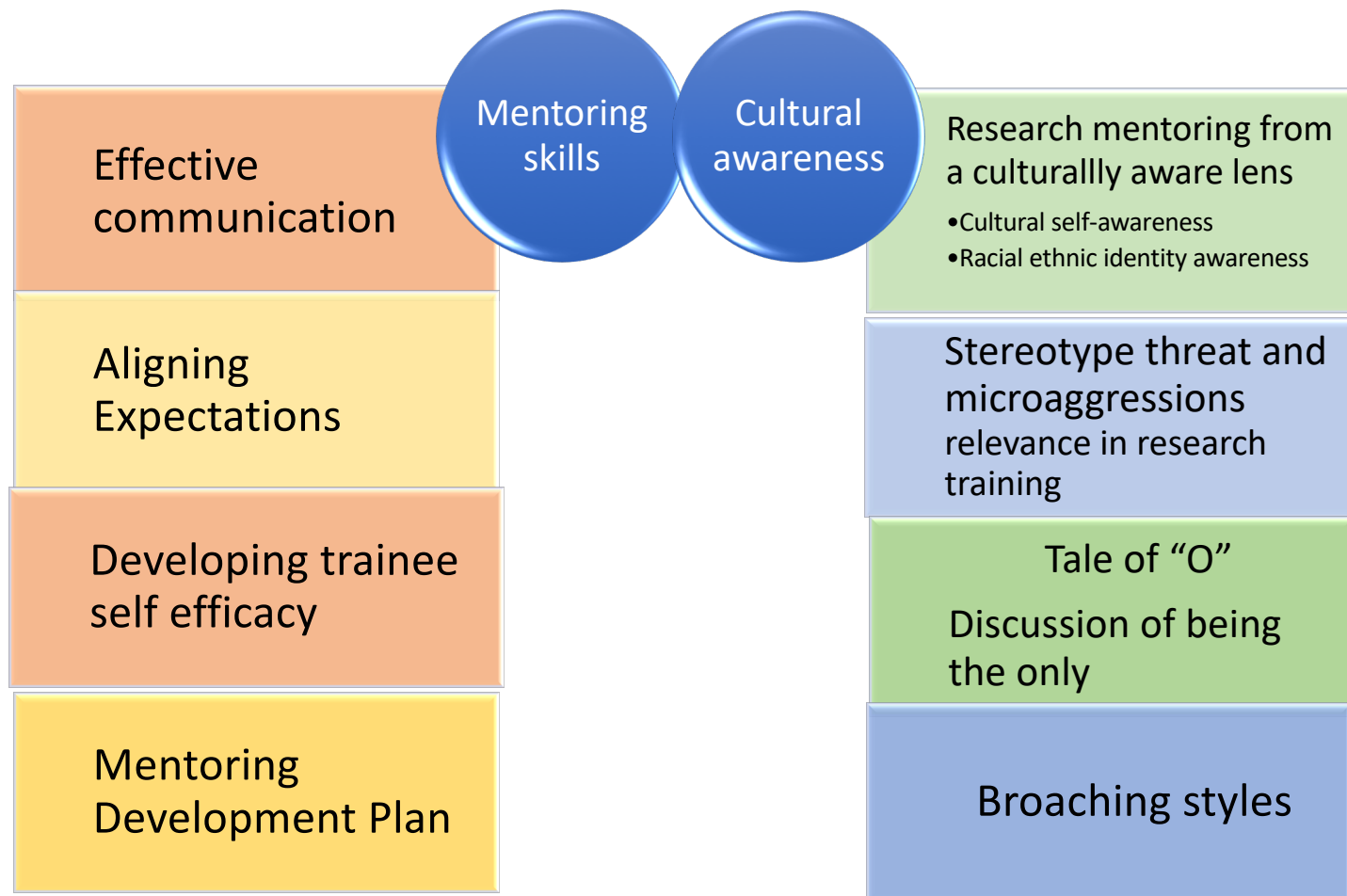
Director of Research and Evaluation, UW Center for Women's Health Research

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*



## ***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

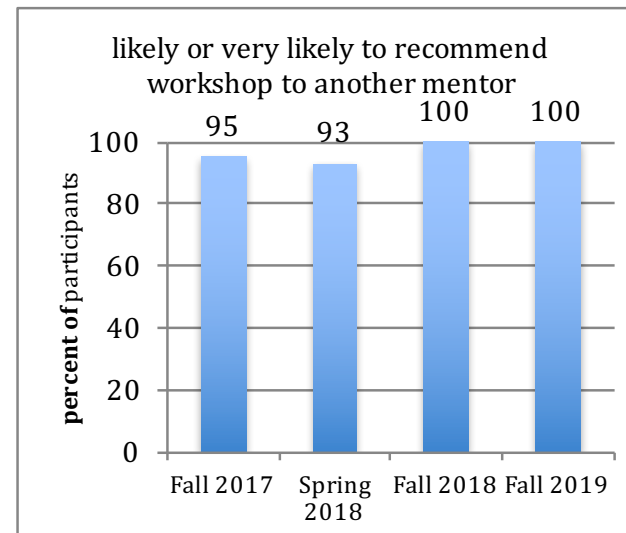
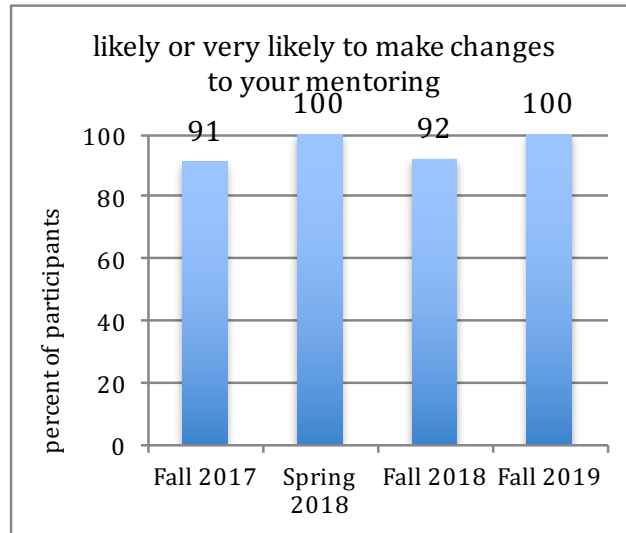
Tale of “O” (discussion of being the only)

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."*