



Graduate Peer Mentoring Collaborative **PROJECT REPORT**

The Graduate Peer Mentoring Collaborative at North Carolina State University (NC State) consists of graduate students from the College of Humanities and Social Sciences, the College of Veterinary Medicine, and the College of Agriculture and Life Sciences.

We are dedicated to supporting our fellow graduate students and learning about and enacting quality peer mentoring relationships.

2016 – 2017 COHORT
College of Humanities and Social Sciences

Project Overview

The first cohort developed a one-day workshop which focused on transferring skills on inclusive mentorship. The workshop explored peer mentoring through a lens of intersectionality, expanding on Eric Liu's framework from his book *Guiding Lights: How to Mentor and Find Life's Purpose*. Attendees developed an early draft of mentoring statements as an artifact of what they had heard.

Preparing Inclusive Mentors: A Workshop for Graduate Students

Lead Peer Mentoring Collaborative

Visualizing Effective Mentoring

- Find an image that represents effective mentoring to you.
- Share your image with a partner and explain what it means to you.

A Framework for Peer Mentorship

Morning Session I

Agenda: Morning Session 1

1. Introduce principles of mentorship
2. Discussion of pre-workshop materials
3. Present Liu's structure for mentorship
4. Reflect on a personal experience
5. Discuss reflection

Principles of Mentorship

1. Mentor is a verb, not just a noun.



easypacelearning.com

Principles of Mentorship

- 1. Mentor is a verb, not just a noun.
- 2. Mentorship is relational.



aaronjoelsantos.photoshelter.com

Principles of Mentorship

1. Mentor is a verb, not just a noun.
2. Mentorship is relational.
- 3. Mentorship is intentional and strategic.**



<http://knowledgeplus.nejm.org/>

Principles of Mentorship

1. Mentor is a verb, not just a noun.
2. Mentorship is relational.
3. Mentorship is intentional and strategic.
- 4. Everyone can be a mentor.**



Guiding Lights by Eric Liu

- Theoretical structure for mentorship
- 5 strategies for mentorship
 - Not necessarily linear or step-wise
 - Storied approach to mentorship



“Receive before Transmit”

From *Guiding Lights*, by Eric Liu

- Observe and listen.
- Listen to their story before interjecting.
- Pay attention to their nonverbals.



“Unlock, Unblock, Unstuck”

From *Guiding Lights*, by Eric Liu

- Help others get beyond the surface of the issue.
- Once issues are known, they can be addressed.



“Zoom In, Zoom Out”

From *Guiding Lights*, by Eric Liu

- Understand the issue, in the broader context.
- Find how the issue fits.
- Take perspective.
- Build pathways.



“Invisible Hands”

From *Guiding Lights*, by Eric Liu

- Build and maintain a culture of mentorship in our relationships.
- Be aware of the climate, routines, & spaces of mentorship.



“Switching Shoes”

From *Guiding Lights*, by Eric Liu

- Be open and vulnerable to learning from the relationship.
- How are you transformed?



Liu's Framework

1. Receive before Transmit
2. Unlock, Unblock, Unstuck
3. Zoom In/Zoom Out
4. Invisible Hands
5. Switching Shoes

Reflect. *What do these steps look like in your life?*



Can you think of a time when you have used any of the five strategies?
What did it *look* like? Were you intentional in your decision to provide support/advice? Is there a time where the framework would have been helpful? Why? What would you now do differently in that situation?

Reflect.

Liu outlines actions. What skills or attributes do you have that fit into these strategies. What do you want to work on?

Reflect.

What could you do differently tomorrow to change your practice as mentors? What challenges do we face as mentors?

Reflect.

Break

Inclusive Mentoring: Intersectionality as Mentoring Praxis

Morning Session II

Questions for Consideration

- What examples of discrimination and lack of diversity have you seen in the academy?
- What are some of the causes of discrimination that you have witnessed? What possible solutions can you think of both personally and institutionally?

More Questions for Consideration

- Bias exists on an institutional/structural level. How do we go about changing institutional culture?
- How do we address concerns that the academy and professional workplaces implicitly select like-minded people? What do we lose and what do we gain when we have diverse perspectives?
- What are the personal and professional costs of discrimination?

Intersectionality

- Individuals have multiple social identities - most individuals have BOTH privileged and oppressed identities
- Intersectionality aims to understand how these multiple identities (and different types of oppression) interact and affect people's lives
 - Helps make sense of how interlocking power structures and multiple systems of oppression
 - I.e. race, class, gender, ability, sexuality, religion, etc.



Intersectionality: Kimberlé Crenshaw



Explicit Bias vs. Implicit Bias

- **Explicit Bias:** attitudes and beliefs we have about a person or group on a conscious level
- **Implicit Bias:** subtle or ingrained bias that affects understanding, actions, and decisions in an unconscious manner

What are Microaggressions?

- Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Examples of Microaggressions





NC STATE UNIVERSITY

Intersectionality as Mentoring Praxis

As an inclusive mentor...

- Be Aware...
 - Be cognizant of difference, and do not belittle these differences
 - Take the extra step to understand
 - Reflect on how your words/actions/behaviors may affect someone with a different background
 - Recognizing power differentials in mentoring relationships

Intersectionality as Mentoring Praxis

As an inclusive mentor...

- Put awareness into practice...
 - Provide access to opportunities and networks
 - Offer support
 - Provide institutional sponsorship

Writing Reflection

What do you think is the most important thing to remember about being an inclusive mentor?

How can intersectionality help add to Liu's Framework?

1. Receive and transmit
2. Unlock, unblock, unstuck
3. Zoom in/zoom out
4. Invisible hands
5. Switching shoes
6. ???

Lunch

Active Learning Activities

Afternoon Session

Agenda

- Writing Reflection 1 (5 min. writing + 10 min. sharing)
- Scenarios (45 min)
- Writing Reflection 2 (5 min + 10 min sharing)
- Annotation Activity (45 min)
- Mentorship Statement (15 min)

Writing Reflection

Given what you've learned today, how would you describe yourself as a mentor?

Practice

Discuss

- 1) Describe your experience in the scenario. What do you think went well? What did you struggle with?
- 2) Have you experienced any of these kinds of conversations before? How did you handle it?
- 3) What is something you heard that you might use in conversation with a peer?
- 4) Are there any scenarios you anticipate having to respond to that weren't covered that we could discuss as a group?

Break

(15 minutes!)

Writing Reflection

Now that you've tried some hands on mentoring, describe the kind of mentor you want to be. What actions could you take to reach this ideal? In what ways might you work on being an inclusive mentor?

Annotation Activity

Use this first 5 minutes to text or email a person who knows what it is like to mentor or be mentored by you. Think of people who really know what it is like to collaborate with you and who have observed your strengths as a student, employee, leader or teammate. Ask this person to send you back an adjective or two that describes you. Tell them it is for a class and that you are working on a personal statement describing your mentoring philosophy.

Now repeat with 4 more people!

As you get responses, write the words you get on sticky notes

Annotation Activity

Now we are going to continue word mining.

You have lots of materials and you are looking for words that resonate with who you are as mentor and who you want to be.

This is brainstorming time! Next up we are going to begin working on our mentoring statements.

Mentor Statements

In the context of your collage, let's spend 15 minutes starting to write your own mentorship statements. You might find it helpful to imagine an important mentoring interaction. What sorts of skills and knowledge do you think you would rely on?

Closing Remarks