



# Mentoring Behaviours that Support Indigenous Scholars' Success

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Discover differences in traditional academic mentorship and Indigenous mentorship models

Identify mentoring strategies to support the success and resilience of Indigenous students





#### CIHR's Indigenous Mentorship Network Program

#### AIM-HI Network Team















Dr. Cheryl Barnabe

Dr. Cora Voyageur

**Dr. Cheryl Currie** 

Dr. Rita Henderson

Dr. Karlee Fellner

Dr. Jennifer Leason

**Dr. Robert Henry** 

**Dr. Lynden Crowshoe** 





Dr. Adam Murry









Approach – focus on a *behavioral* definition of mentorship

Actions rather than beliefs, values, attitudes or opinions

What are mentor behaviors?

Literature search

Does this resonate for Indigenous mentorship?

Break out session with Indigenous mentees and mentors — new item generation

Cutting and sorting technique, organization into higher-order and sub-categories

## Generic Mentor Behaviors

- Setting expectations
- Engagement with student
- Need identification
- Constructive feedback
- Role modeling ethical behavior
- Facilitating learning



# General Professional Development Job-Related Support

**Academic-Related** 

**Support** 

- Clarifying organizational culture
- Exposing mentee to networks
- Providing research assistance
- Providing advice on professionalism skills
- Providing opportunities for work-related practice
- Discussing job-related processes (e.g. tenure expectations)
- Reviewing mentee resume/CV
- Offering job/career counseling
- Discussing job specific skills
- Facilitating professional socialization activities
- Providing opportunities for career exploration
- Collaborating on projects
- Assistance navigating academia
- Offering advice for coursework success
- Providing opportunities for graduate schoolrelated practice
- Supporting Indigenization of thesis content and process

# Psycho-Social Support

- Advocating for mentee
- Affirming mentee's professional identity
- Affirming mentee's value as a person
- Empowering the mentee to take initiative
- Focusing on the whole person (holism)
- Providing advice on work-life balance
- Offering psychological support
- Providing counseling during hardship
- Developing a friendship with the mentee
- Demonstrating commitment to mentee despite conflicts
- Encouraging mentee to seek out allies within profession
- Creating an inclusive environment
- Addressing stereotype threat in mentee performance
- Exhibiting cultural awareness
- Practicing cultural competence
- Framing response to colonial mindset and systems

- Respect
- Reflexivity
- Egalitarianism
- Reciprocity
- Teach relationalism

#### Relationalism

#### **Abide by Indigenous ethics**

- Practice Indigenous ethics in research
- Follow traditional protocols even outside of community
- Be sensitive and respectful of traditional etiquette

- Create spaces for critical reflection
- Expand research perspective
- · Situate oneself within Indigenous/Western thought
- Decolonizing theory
- Subterfuge

#### Imbue criticality

Indigenous Mentorship Goals

### Utilize mentee-centered focus

- Tailor mentorship to the student
- Consider holistic development beyond educational success
- Share responsibilities with one's mentee
- Be caring
- Be friendly

- Facilitate positive identity development
- Build mentee's community
- Connect the mentee to Indigenous communities
- Know thyself as a mentor
- Facilitate mentee reflexivity
- Unpack the Indigenous identity continuum

# Foster Indigenous identity development

#### **Encourage self-advocacy**

- Prepare the mentee for outside world
- Improve your own mentoring process to be more relational
- Selective networking (allies)
- Empower mentee's sense of self
- Advocate on behalf of the mentee even outside of mentor-mentee interactions
- Work to change the system beyond the student

#### **Alberta Indigenous Mentorship in Health Innovation (AIM-HI) Network**





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