



Mentoring Behaviours that Support Indigenous Scholars' Success

Workshop - Northern Constellations 2019
Northern Ontario School of Medicine, Sudbury ON

Disclosures of Affiliations, Financial Support, and Mitigating Bias



Affiliations:

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Workshop Objectives

Discover differences in traditional academic mentorship and Indigenous mentorship models

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

Introduction



CIHR's Indigenous Mentorship Network Program

AIM-HI Network Team



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Dr. Jennifer Leason



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Dr. Adam Murry

Mentoring Experiences



Mentorship Model Development



Approach – focus on a ***behavioral*** definition of mentorship

Actions rather than beliefs, values, attitudes or opinions

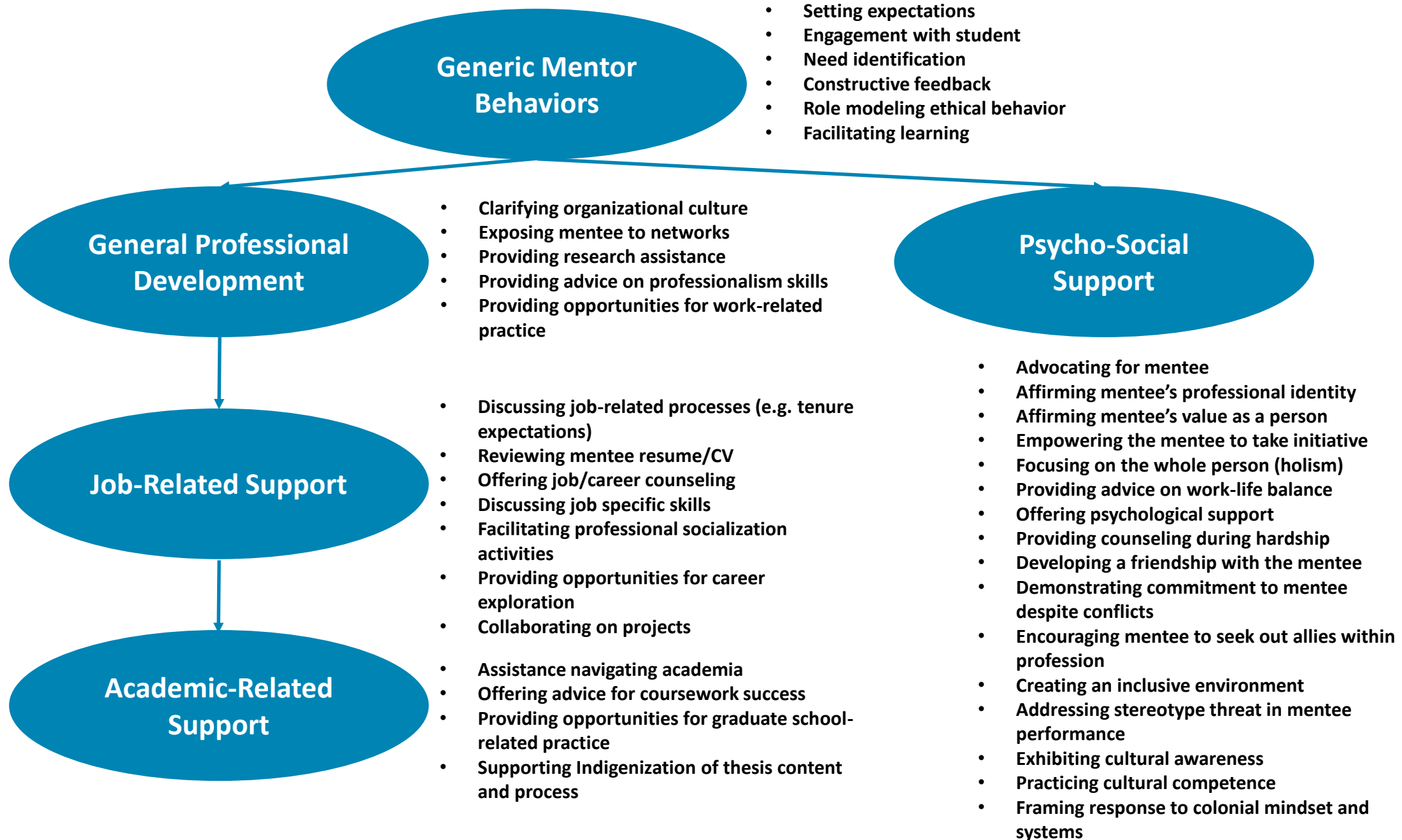
What are mentor behaviors?

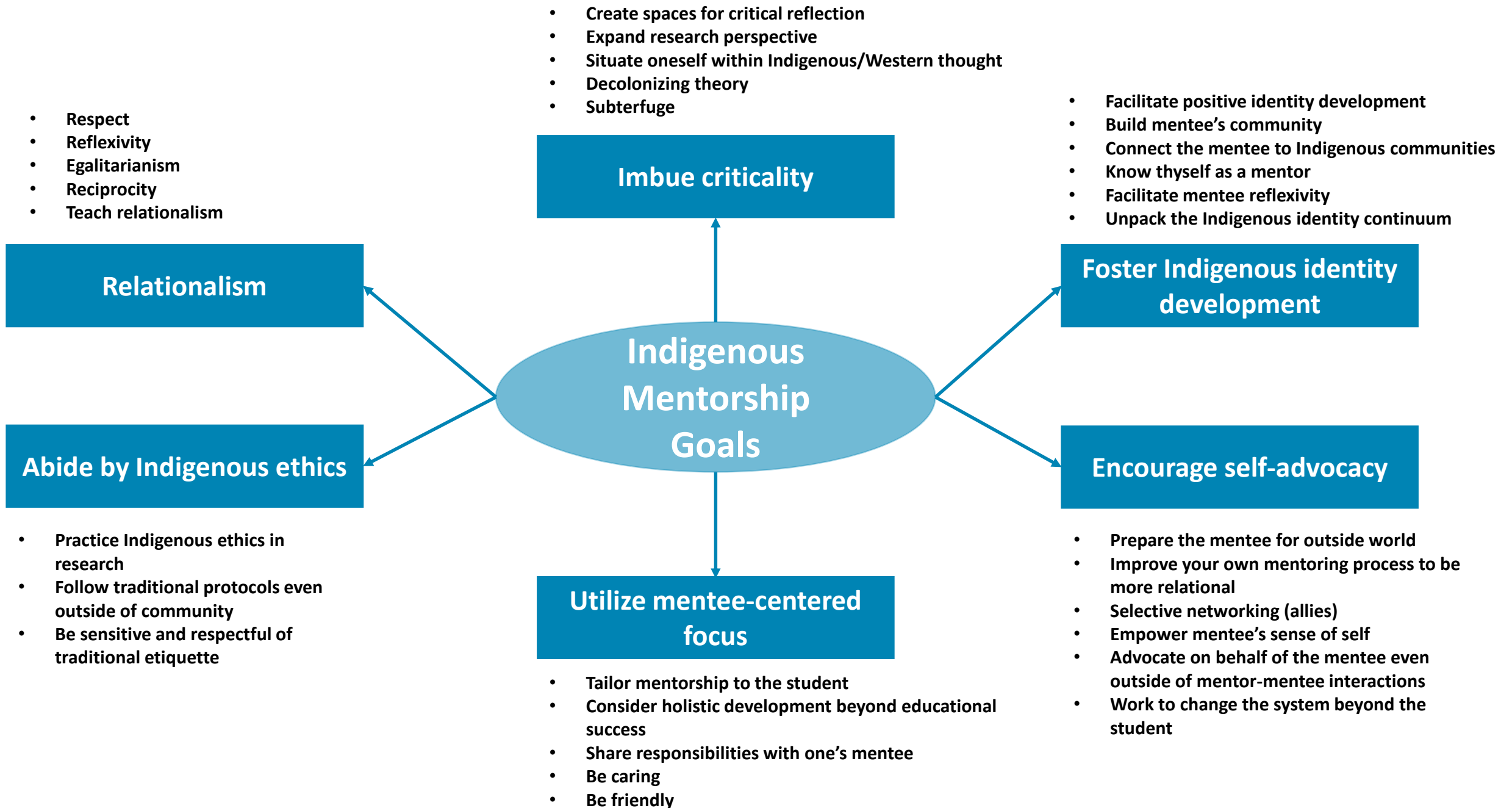
Literature search

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







Application Exercise

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**



Application Exercise

Mentee-Centered Focus

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

Summary and Wrap Up

