



UCD College of Science



CULTURALLY RESPONSIVE MENTORING: INFORMATION FOR MENTORS

WHAT IS CULTURALLY RESPONSIVE MENTORING?

Culturally responsive mentoring is an approach to mentoring that emphasises the benefits of cultural diversity and inclusivity. An individual's culture can impact their self-identification, their relationship with others, and their approach to work. Culturally responsive mentoring is cognisant of how cultural differences and similarities between mentors and their mentees can impact the success of mentoring relationships, and the development of a diverse cohort of scholars.

This Culturally Responsive Mentoring Initiative aims to foster the creation of culturally adaptive mentoring approaches in UCD College of Science, with a specific focus on recognising, addressing and accommodating the ever-evolving identities within our College of Science community. Culturally responsive mentoring encourages mentors to recognise their own culturally shaped beliefs, perceptions, and judgments, and develops their confidence in mentoring others from different diverse backgrounds.

WHY BECOME A MENTOR?

Intentional engagement in the mentoring process is necessary to promote career advancement for underrepresented groups and systemic change around diversity and inclusion. Mentoring strategies that are not adapted to the mentees culture can risk reproducing dynamics such as implicit bias and stereotype threat that can hinder their career development. Engaging in culturally responsive mentoring might help overcome barriers for minoritized early career researchers in the College, and could help underrepresented groups gain promotion, funding and other successes.

Culturally responsive mentoring can give you the opportunity to enhance your own career development and experience at UCD, while allowing you to increase your competency in cultural diversity and inclusion.

WHAT WILL BE EXPECTED OF YOU?

As a mentor you will be expected to maintain a positive mentoring relationship with your mentee that is focused on building their capabilities and knowledge through sharing your expertise and experience. To do so in a culturally aware way, you will be expected to reflect on the personal assumptions, biases, and privileges that may operate in your research relationships. Recognising your own culture and internal cultural influences will help develop your cultural awareness to be able to actively reflect on how these impact your mentorship.

You will be expected to help guide your mentee to overcome barriers by encouraging them to seek resources they might be hesitant to seek due to their cultural differences. You will be expected to self-assess your own vulnerabilities and strengths, to consider how you may be able to counteract the institutional factors that might be compromising the career trajectory of your mentee. This will include thinking about the uncomfortable dynamics of privilege, unconscious biases, racism, sexism, agism, homophobia and other oppressive dynamics in order to address and work through these topics. You must ensure the relationship is of the highest professional standards and that you treat the mentoring relationship with respect and confidentiality.

WHO MIGHT YOU BE PAIRED TO MENTOR?

You will be paired with an Assistant Professor in the College of Science. This means that you will hold a more senior position to your mentee. During the sign-up process you will be asked about your gender and if you identify as a minority within the College. Those who sign-up to receive a mentor will be asked the same questions.

WHAT HAPPENS NEXT?

After adding your details to our mentorship database via the google form the Culturally Responsive Mentoring Team will try and match you with an appropriate mentee for you. You may not be paired straight away, as the timeline for being matched with a mentee will depend on the level of sign-up and compatibility.

Once matched, the mentees would organise an initial meeting with you where you should both agree on the commitment you are expecting from each other. The mentee will drive the mentoring relationship, and you are expected to engage. Your role is to empower the mentee, while mindful that this is a non-directive role.

STILL HAVE QUESTIONS?



FOR MORE INFO GO TO [CULTURALLYRESPONSIVEMENTORING.UCD.IE](https://culturallyresponsivementoring.ucd.ie)



OR CONTACT US DIRECTLY AT SCIENCEMENTORING@UCD.IE