

Mentoring Diverse Students – Best Practices

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What do we gain by mentoring a diverse & inclusive group of students?

You have recruited students from a diverse array
of backgrounds.

Now, how to make sure they feel welcome,
successful, valued and mentored!

Implicit Bias

Watch: Alan Alda as part of a Scientific American Video:

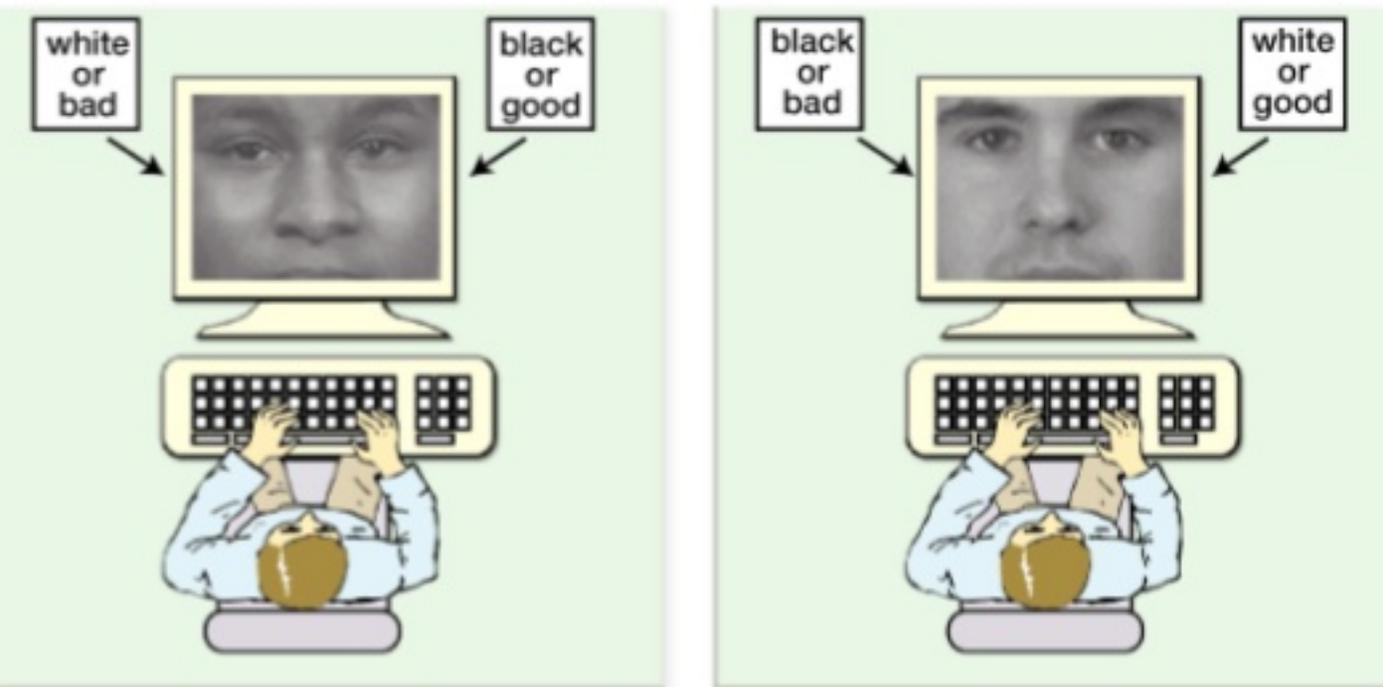
<https://youtu.be/2RSVz6VEybk?t=1m14s>

How Do We Know We Have Bias?

Take the Implicit Bias test to learn more!

<https://implicit.harvard.edu/implicit/>

A very important outcome of this research – biases are ‘plastic’ and can be remodeled, with w



[Implicit Association Test \(IAT\)](#)

@EPIP @NCRP #ImplicitBias



Mentoring is an important way we support and enhance diversity

Best practices: compiled from a variety of sources

<https://www.princeton.edu/reports/2013/diversity/report/PU-report-best-practices-graduate-students.pdf>

<https://www.scientificamerican.com/article/3-myths-plus-a-few-best-practices-for-achieving-diversity/>

<https://www.slideshare.net/utepgrad/mentoring-diverse-students>

<http://tomforth.co.uk/genderbias/>

<http://www.theiagd.org/research-literature/>

<https://implicit.harvard.edu/implicit/>

http://web.jhu.edu/dlc/resources/diversity_wheel/

Best practices in mentoring for diversity

Consider, and accommodate, needs of family (family-friendly policies)

Offer additional mentoring or opportunities that give students a step ahead

- Summer research experiences
- Connect students with campus-wide resources or programs for diversity

Discuss challenges that face diverse groups

- Imposter syndrome
- Implicit bias and stereotype threat

Encourage strong building of networks

- Connect to other scholars & mentors
- Pair newer and more advanced students together
- Provide support for attendance to diverse meetings (e.g., SACNAS)
- Provide support for membership to National Center for Faculty Diversity & Development

Best practices in mentoring for diversity

Carefully consider language you use in letters of recommendation

Consider how your research, teaching, or activities may exclude students of differing abilities, financial stability, or backgrounds (do a self-assessment)

Bolster the feeling of “belonging”

- Consider the messages you send in your own language, room décor, discussion facilitation

Acknowledge that school (undergraduate, graduate) can be challenging to students from all backgrounds

Assess your expectations and your student’s expectations about mentoring

Mentoring Assessment

Effective mentoring involves understanding student's identities, communities, and goals