FOSTERING INCLUSIVE MENTORSHIP INTHE CONSERVATION PROFESSION

### DURING TODAY'S WEBINAR

#### I WANT TO HEAR FROM YOU

- DURING TODAY'S SESSION, YOU'LL BE INVITED TO PARTICIPATE IN POLLS
- THERE WILL ALSO BE OPPORTUNITIES TO ENGAGE VIA THE CHAT FUNCTION

#### COMMUNITY BUILDING

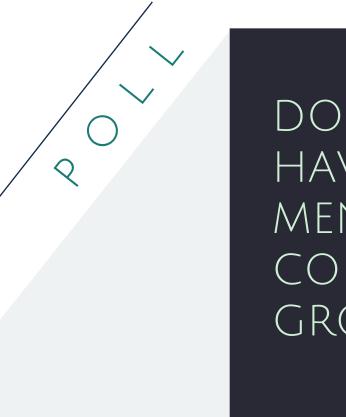
 IF A COMMENT MADE BY ANOTHER PARTICIPANT RESONATES WITH YOU, PLEASE CONSIDER REACHING OUT - THROUGH A PRIVATE MESSAGE - TO MAKE NEW CONNECTIONS



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THE WILDLIFE SOCIETY



DO YOU CURRENTLY HAVE, OR HAVE YOU PREVIOUSLY HAD, A MENTOR THAT HAS POSITIVELY CONTRIBUTED TO YOUR GROWTH AND DEVELOPMENT?



WHAT ARE SOME OF THE REASONS YOU DECIDED TO JOIN TODAY'S SESSION?

#### MFNTORSHIP

A COLLABORATIVE, MUTUALLY BENEFICIAL RELATIONSHIP FOCUSED ON KNOWLEDGE AND SKILL BUILDING TO SUPPORT PERSONAL AND PROFESSIONAL DEVELOPMENT

### MENTORSHIP VS SPONSORSHIP

SPONSORSHIP – A COLLEAGUE, TYPICALLY IN A MORE SENIOR POSITION, ACTIVELY ADVOCATES FOR SPONSEE'S CAREER ADVANCEMENTS

#### WHY IS MENTORSHIP IMPORTANT?

- SOUNDING BOARD FOR ADVICE AND DECISION MAKING
- o Higher Level of Comfort and Job Satisfaction
- SUPPORT THROUGHOUT EDUCATION AND CAREER
- o Organizational Benefits
- o NETWORKING
- o LEADERSHIP DEVELOPMENT
- o Career advancements



DO YOU FEEL COMFORTABLE TAKING ON THE ROLE OF A MENTOR?

DO YOU THINK YOU HAVE THE RESOURCES AND COMMUNITY TO SUPPORT EFFECTIVE MENTORSHIP?

# WE CAN ALL LEARN TO BE MORE EFFECTIVE MENTORS

- o IMPOSTER SYNDROME
- o AGE ISN'T AN ISSUE
- o Reciprocal benefits of mentorship
- o VALUE OF CONNECTORS

#### MENTORSHIP STRUCTURES

- o FORMAL VS INFORMAL
- o Dyad, triad, collective, networks, online communities, etc.
- o Peer and Near-Peer
- STUDENT MENTORSHIP
- WORKPLACE OR PROFESSION MENTORSHIP
- o Internship, assistantship, fellowship programs
- o Professional Societies or Affinity Groups

#### TYPICAL STEPS OF MENTORSHIP

- Step 1: IDENTIFY A POTENTIAL MENTOR
- Step 2: SET EXPECTATIONS
- Step 3: ENGAGE IN ACTIVITIES FOR POSITIVE GROWTH AND DEVELOPMENT
- Step 4: ESTABLISH IF AND HOW YOU WILL CONTINUE YOUR RELATIONSHIP

## DIVERSITY

EQUITY

INCLUSION

WHY IS IT
IMPORTANT TO
FOSTER
INCLUSIVE
MENTORSHIP?

### MENTORSHIP HELPS YOU TO SEE YOURSELF IN YOUR PROFESSION

- o MOTIVATION
- o SELF-EFFICACY
- o CONFIDENCE
- o Creating a space where everyone can be their authentic selves

# HELP ADDRESS BARRIERS TO RECRUITMENT AND RETENTION

- o ISOLATION & TOKENISM
- o GREEN CEILING
- o Presumed incompetence
- STEREOTYPE THREAT
- o IMPLICIT BIAS
- o Disregard of Gender and Sexual Identity
- LACK OF ACCOMMODATIONS OR ACCESSIBILITY

# BENEFITS OF CONNECTING PEOPLE WITH SIMILAR BACKGROUNDS

- VALIDATION OF IDENTITY
- o Interpersonal comfort
- o TRUST
- SHARED UNDERSTANDING
- o Representation
- NETWORKING AND COMMUNITY BUILDING
- o PSYCHOSOCIAL BENEFITS
- o More Holistic Engagement

- FALSE SENSE THAT CURRENT MENTORSHIP
   PRACTICES ARE HITTING THE MARK
- COMFORTABLE WITH TRADITIONAL MENTORSHIP PRACTICES
- o Onus on the Individual
- LACK OF COMMITMENT TO SUPPORT
   IMPLEMENTATION OF EFFECTIVE MENTORSHIP
- DISCONNECT BETWEEN LEADERSHIP AND CURRENT OR PROSPECTIVE STAFF ON EFFICACY OF FORMAL MENTORSHIP PROGRAMS

#### UNREALISTIC EXPECTATIONS

- EXCESS BURDEN ON UNDERREPRESENTED INDIVIDUALS
   CURRENTLY IN THE PROFESSION
- LIMITED REPRESENTATIVES IN SENIOR-LEVEL AND
   LEADERSHIP ROLES ARE CONSISTENTLY BEING ASKED
- SENSE OF RESPONSIBILITY ON INDIVIDUALS FROM UNDERREPRESENTED COMMUNITIES

WHAT CAN WE DO
TO FOSTER
EFFECTIVE
MENTORSHIP IN
CONSERVATION?

#### DEMONSTRATE YOUR VALUES

- SHOW THAT YOU VALUE PARTICIPATION IN MENTORSHIP
   PROGRAMS
- ENGAGE AT ALL LEVELS OF YOUR ORGANIZATION
- o Ensure Sustainability of the program
- o PROMOTE INSTITUTIONALIZATION OF MENTORSHIP

#### AUTHENTIC ENGAGEMENT

- O IDENTITY-BASED MENTORSHIP PAIRING MAY OFTEN BE THE PREFERENCE, BUT IT IS IMPORTANT TO CREATE EFFECTIVE MENTORSHIP ACROSS LIFE EXPERIENCES
- o BENEFICIAL TO HAVE MULTIPLE MENTORS TO OFFER

  DIFFERENT EXPERTISE, EXPERIENCE, AND WAYS TO ENGAGE
- o Deep-level similarities are also important

### PERSONALIZED RELATIONSHIPS BASED ON TRUST

- EXPECTATIONS FOR PROFESSIONAL BEHAVIOR AND CONDUCT
- o Establish trust between all involved
- o Mutual accountability and responsibility
- o CONFIDENTIALITY
- o PRIVACY
- o PERSONAL DISCLOSURE TO YOUR COMFORT LEVEL

#### DISCUSS DIVERSITY TOPICS

- BE CONSCIOUS OF INDIVIDUAL PREFERENCES AND PERSONAL DEVELOPMENT
- o An opportunity for self-assessment and growth
- MOVE AWAY FROM COLORBLIND VIEWS AND TOWARD BEING CULTURALLY RESPONSIVE (CAN APPLY BEYOND RACIAL IDENTITY)
- o BENEFITS TO MENTOR
- o ADDRESS IMPLICIT BIAS DIRECTLY
- VALUE OF MENTORING THROUGH GROUPS WITH SHARED IDENTITY

AVOIDANT

ISOLATING

INCONGRUENT

CONGRUENT

INFUSING

# MENTORSHIP AND SUPPORT AT ALL STAGES

- o K-12, COLLEGE, EARLY CAREER, ESTABLISHED PROFESSIONALS
- o Mentors need tools, training, and education
- o Provide Leadership training for everyone
- o Be prepared to adapt

#### CULTIVATE A SUPPORTIVE COMMUNITY

- ENCOURAGE CONNECTIONS
- o CREATE A SAFE SPACE
- o IMPROVE OUTREACH
- o DISSEMINATE BEST PRACTICES
- ENSURE EVERYONE FEELS INVITED AND WELCOMED

#### EXPLORE POTENTIAL PARTNERSHIPS

- O EXPAND YOUR NETWORK AND RESOURCES
- o Identify opportunities for collaboration and increased capacity
- GARNER SHARED KNOWLEDGE AND LEARNING
   THROUGH EXPERIENCE
- PARTNER WITH ORGANIZATIONS THAT HAVE SHARED
   VISION AND GOALS
- PARTNER WITH COMPANIES THAT CAN HELP TO
   STREAMLINE MENTORING PLATFORMS AND PROVIDE
   RESOURCES

#### ENSURE MECHANISMS FOR FEEDBACK

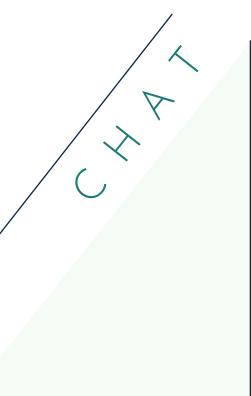
- o EVALUATE HOW TO BETTER SUPPORT PARTICIPANTS
- o BE PREPARED FOR NEGATIVE EXPERIENCES

# CONSIDERATIONS FOR THE VIRTUAL WORKPLACE

- o CREATE SAFE SPACES
- o CAN ADAPT FROM IN-PERSON MEETINGS
- DRAWS ON EMOTIONAL AND SOCIAL SUPPORT OF MENTORSHIP
- VALIDATE MENTEE'S FEELINGS, WHILE AUTHENTICALLY
   SHARING YOUR OWN EXPERIENCES

#### LOOK AT EXISTING PROGRAMS

- COLLECT INFORMATION ON SUCCESSFUL MENTORING PROGRAMS AND/OR PROGRAMS THAT INCORPORATE A MENTORING COMPONENT
- ADAPT EXISTING PROGRAMS TO FIT YOUR NEEDS AND GROUP



WHAT ARE SOME OF YOU,
OR YOUR ORGANIZATIONS,
DOING TO FOSTER
INCLUSIVE MENTORSHIP?

#### EXAMPLES

- o American Fisheries Society's Hutton Junior Fisheries Biology Program
- o The Corps Network
- o Doris Duke Conservation Scholars Program
- ENVIRONMENTAL LEADERSHIP PROGRAM
- o Minorities in Agriculture, Natural Resources and Related Sciences
- SOCIETY FOR ADVANCEMENT OF CHICANOS/HISPANICS
   AND NATIVE AMERICANS IN SCIENCE

### A SPECIAL THANK YOU

NAOC DIVERSITY AND INCLUSION COMMITTEE

NAOC STUDENT AFFAIRS COMMITTEE

NAOC STUDENT BODY

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