

FOSTERING
INCLUSIVE
MENTORSHIP
IN THE
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



JAMILA BLAKE, AWB®
SHE | HER | HERS

PROFESSIONAL DEVELOPMENT MANAGER

THE WILDLIFE SOCIETY

A graphic design featuring a diagonal line on the left side. The word "POLL" is written in a teal, sans-serif font, following the slope of the line. To the right of the line is a dark blue, irregular shape with a white question. The background is white.

POLL

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

CHAT

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

MENTORSHIP

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
- HIGHER LEVEL OF COMFORT AND JOB SATISFACTION
- SUPPORT THROUGHOUT EDUCATION AND CAREER
- ORGANIZATIONAL BENEFITS
- NETWORKING
- LEADERSHIP DEVELOPMENT
- CAREER ADVANCEMENTS



POLL

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

- IMPOSTER SYNDROME
- AGE ISN'T AN ISSUE
- RECIPROCAL BENEFITS OF MENTORSHIP
- VALUE OF CONNECTORS

MENTORSHIP STRUCTURES

- FORMAL VS INFORMAL
- DYAD, TRIAD, COLLECTIVE, NETWORKS, ONLINE COMMUNITIES, ETC.
- PEER AND NEAR-PEER
- STUDENT MENTORSHIP
- WORKPLACE OR PROFESSION MENTORSHIP
- INTERNSHIP, ASSISTANTSHIP, FELLOWSHIP PROGRAMS
- 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

- MOTIVATION
- SELF-EFFICACY
- CONFIDENCE
- CREATING A SPACE WHERE EVERYONE CAN BE THEIR AUTHENTIC SELVES

HELP ADDRESS BARRIERS TO RECRUITMENT AND RETENTION

- ISOLATION & TOKENISM
- GREEN CEILING
- PRESUMED INCOMPETENCE
- STEREOTYPE THREAT
- IMPLICIT BIAS
- DISREGARD OF GENDER AND SEXUAL IDENTITY
- LACK OF ACCOMMODATIONS OR ACCESSIBILITY

BENEFITS OF CONNECTING PEOPLE WITH SIMILAR BACKGROUNDS

- VALIDATION OF IDENTITY
- INTERPERSONAL COMFORT
- TRUST
- SHARED UNDERSTANDING
- REPRESENTATION
- NETWORKING AND COMMUNITY BUILDING
- PSYCHOSOCIAL BENEFITS
- MORE HOLISTIC ENGAGEMENT

WHAT IS KEEPING
CURRENT
MENTORSHIP
PRACTICES FROM
BEING
INCLUSIVE?

- FALSE SENSE THAT CURRENT MENTORSHIP PRACTICES ARE HITTING THE MARK
- COMFORTABLE WITH TRADITIONAL MENTORSHIP PRACTICES
- 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
- ENSURE SUSTAINABILITY OF THE PROGRAM
- PROMOTE INSTITUTIONALIZATION OF MENTORSHIP

AUTHENTIC ENGAGEMENT

- IDENTITY-BASED MENTORSHIP PAIRING MAY OFTEN BE THE PREFERENCE, BUT IT IS IMPORTANT TO CREATE EFFECTIVE MENTORSHIP ACROSS LIFE EXPERIENCES
- BENEFICIAL TO HAVE MULTIPLE MENTORS TO OFFER DIFFERENT EXPERTISE, EXPERIENCE, AND WAYS TO ENGAGE
- DEEP-LEVEL SIMILARITIES ARE ALSO IMPORTANT

PERSONALIZED RELATIONSHIPS BASED ON TRUST

- EXPECTATIONS FOR PROFESSIONAL BEHAVIOR AND CONDUCT
- ESTABLISH TRUST BETWEEN ALL INVOLVED
- MUTUAL ACCOUNTABILITY AND RESPONSIBILITY
- CONFIDENTIALITY
- PRIVACY
- PERSONAL DISCLOSURE TO YOUR COMFORT LEVEL

DISCUSS DIVERSITY TOPICS

- BE CONSCIOUS OF INDIVIDUAL PREFERENCES AND PERSONAL DEVELOPMENT
- AN OPPORTUNITY FOR SELF-ASSESSMENT AND GROWTH
- MOVE AWAY FROM COLORBLIND VIEWS AND TOWARD BEING CULTURALLY RESPONSIVE (CAN APPLY BEYOND RACIAL IDENTITY)
- BENEFITS TO MENTOR
- ADDRESS IMPLICIT BIAS DIRECTLY
- VALUE OF MENTORING THROUGH GROUPS WITH SHARED IDENTITY

BROACHING
RACE

AVOIDANT

ISOLATING

INCONGRUENT

CONGRUENT

INFUSING

MENTORSHIP AND SUPPORT AT ALL STAGES

- K-12, COLLEGE, EARLY CAREER, ESTABLISHED PROFESSIONALS
- MENTORS NEED TOOLS, TRAINING, AND EDUCATION
- PROVIDE LEADERSHIP TRAINING FOR EVERYONE
- BE PREPARED TO ADAPT

CULTIVATE A SUPPORTIVE COMMUNITY

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

EXPLORE POTENTIAL PARTNERSHIPS

- EXPAND YOUR NETWORK AND RESOURCES
- 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

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

CONSIDERATIONS FOR THE VIRTUAL WORKPLACE

- CREATE SAFE SPACES
- 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

CHAT

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

EXAMPLES

- AMERICAN FISHERIES SOCIETY'S HUTTON JUNIOR FISHERIES BIOLOGY PROGRAM
- THE CORPS NETWORK
- DORIS DUKE CONSERVATION SCHOLARS PROGRAM
- ENVIRONMENTAL LEADERSHIP PROGRAM
- 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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THANK YOU



JBLAKE@WILDLIFE.ORG



WWW.LINKEDIN.COM/IN/JAMILA-BLAKE



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