

MONSOUR COUNSELING & PSYCHOLOGICAL SERVICES

Culturally Responsive Mentorship

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Adapted from: Mass Mentoring Partners: Culturally Responsive Mentorship Workbook (2016)

GETTING TO KNOW YOU

What is your role?

**How do you typically
interact with students?**

**What do you bring to your
role?**



Today's Agenda

OUTLINE OF DISCUSSION TOPICS

- SETTING THE STAGE
- PRACTICAL APPLICATION
- CULTURALLY RESPONSIVENESS IN ACTION
- NEXT STEPS



Setting The Stage: Definitions

**WORDS/TERMS WE HEAR A LOT.
LET'S DISCUSS THEM.**

- What do they mean? Why might they be relevant to mentorship?
 - Culture
 - Race
 - Ethnicity
 - Cultural Mistrust



Setting The Stage: Patterns of Cultural Differences

- COMMUNICATION STYLES
- ATTITUDES TOWARD CONFLICT
- APPROACHES TO COMPLETING TASKS
- DECISION MAKING STYLES
- ATTITUDES ABOUT OPEN EMOTION & PERSONAL MATTERS
- APPROACHES TO KNOWING



Setting The Stage: Cultural Proficiency



A CONTINUUM

REACTIVE >>>>> TOLERANCE

PROACTIVE >>>>> TRANSFORMATION

Cultural
Destructiveness

Cultural
Incapacity

Cultural
Erasure

Cultural
Pre-Competence

Cultural
Competence

Cultural
Proficiency



Setting The Stage: Guiding Principles of Cultural Proficiency



Culture is a predominant force; you cannot NOT be influenced by culture.

People are served in varying degrees by the dominant culture.

People have individual and group identities that they want to have acknowledged.

Cultures are not homogeneous; there is diversity within groups.

The unique needs of every culture must be respected.

Setting The Stage: Oppression

- THE 4 "I'S" OF OPPRESSION
 - IDEOLOGICAL OPPRESSION
 - INSTITUTIONAL OPPRESSION
 - INTERPERSONAL RACISM
 - INTERNALIZED OPPRESSION/PRIVILEGE
- NO "REVERSE RACISM"



PRACTICAL APPLICATION

**What would it be like to
practice some of the
things we discussed
today?**



Cultural Responsiveness in Action



- Work to understand your own Power & Privilege
- Shift the Framework
- Use Cultural Institutional Capital in Service of your Students
- Lean in to conversations about Race
- Work to give your mentee voice and choice
- Sustainability Practices are Critically Important
- Take steps to support the promotion of equity and social justice

What's next?



- DON'T JUST TALK ABOUT IT, BE ABOUT IT
- KEEP INVITING EACH OTHER IN FOR DIFFICULT DIALOGUES
- BE STRATEGIC, GO TOWARDS THE DISCOMFORT
- WHERE TO GET MORE SUPPORT/RESOURCES
 - MONSOUR COUNSELING & PSYCHOLOGICAL SERVICES
 - YOUTH COLLABORATORY (WEBSITE) HAS RESOURCES FOR MENTORING POC
- CONTACT US FOR MORE INFORMATION/SUPPORT
 - SHAWNDEEIA (SHAWNDEEIID@CLAREMONT.EDU)
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