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
- ACTION
- NEXT STEPS

• PRACTICAL APPLICATION • CULTURALLY RESPONSIVENESS IN



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



- TASKS

 COMMUNICATION STYLES • ATTITUDES TOWARD CONFLICT • APPROACHES TO COMPLETING

• DECISION MAKING STYLES • ATTITUDES ABOUT OPEN EMOTION & PERSONAL MATTERS APPROACHES TO KNOWING



Setting The Stage: Cultural Proficiency

A CONTINUM

| REACTIVE >>>>> TOLERANCE | | PROACTIV |
|---|-----------------------|---------------------------|
| Cultural Cultural Destructiveness Incapacity | Cultural y Erasure | Cultural Pre-Competenc |
| | | |



VE > > > > > > TRANSFORMATION

Cultural nce 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.

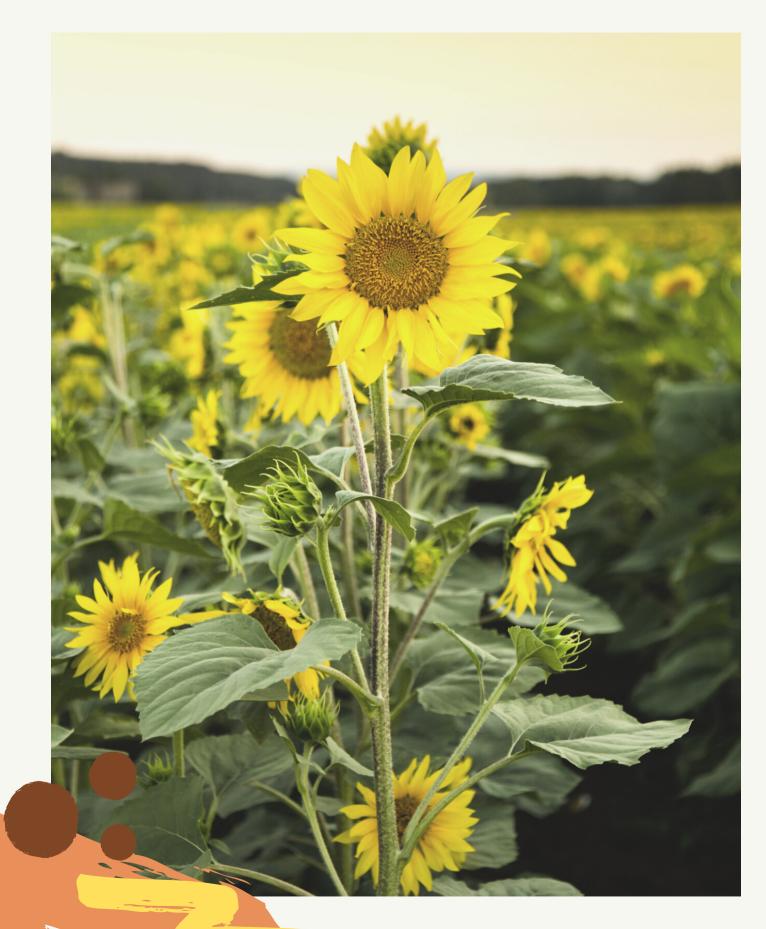
Setting The Stage: Oppression

• IDEOLOGICAL OPPRESSION • INSTITUTIONAL OPPRESSION • INTERPERSONAL RACISM • INTERNALIZED OPPRESSION/PRIVILEGE

• THE 4 "I'S" OF OPPRESSION • 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 Inst 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

• Use Cultural Institutional Capital in Service

What's next?



- DON'T JUST TALK ABOUT IT, BE ABOUT IT
- DIALOGUES
- WHERE TO GET MORE SUPPORT/RESOURCES
 - SERVICES
 - RESOURCES FOR MENTORING POC

• KEEP INVITING EACH OTHER IN FOR DIFFICULT

• BE STRATEGIC, GO TOWARDS THE DISCOMFORT • MONSOUR COUNSELING & PSYCHOLOGICAL

• YOUTH COLLABORATORY (WEBSITE) HAS • CONTACT US FOR MORE INFORMATION/SUPPORT • SHAWNDEEIA (<u>SHAWNDEEIAD@CLAREMONT.EDU</u>) • PATTY (PATRICIA.GONZALEZ@CLAREMONT.EDU)