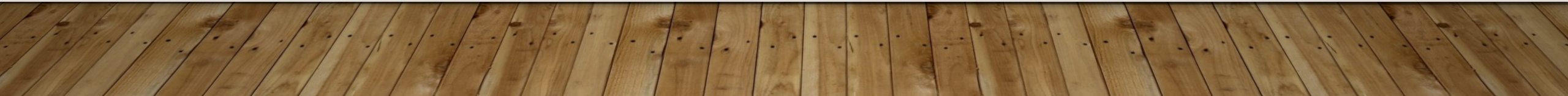


# MEANINGFUL MENTORSHIP

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JADE K. AGUA  
USC RACE AND EQUITY CENTER





Sumun Pendakur  
Mentor since 2004



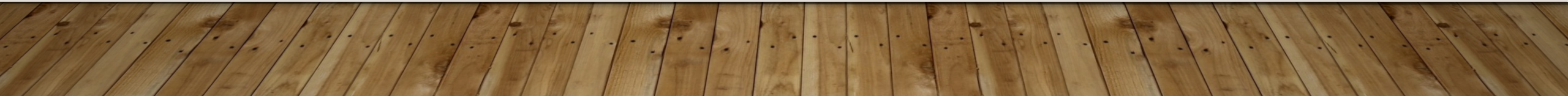
Gerlie Collado  
Peer Mentors since 2003



Bo Daraphant  
Mentee since 2016

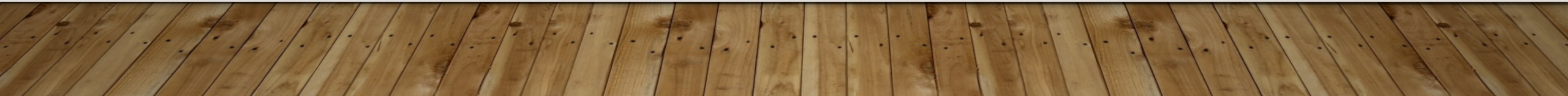
Think of a  
**meaningful** mentorship  
in your life.

Describe what  
**words** or **feelings** are evoked.



Think of a  
**missed** mentorship  
in your life.

Describe what  
**words** or **feelings** are evoked.  
What were the **barriers**?





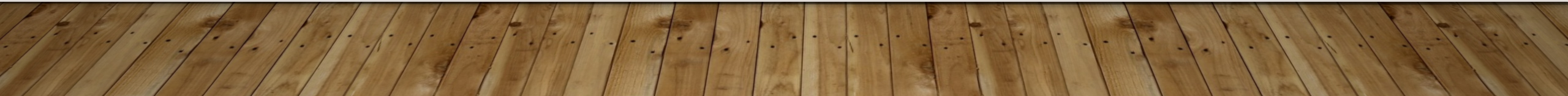
# SCENARIO 1

It is the day before a the first outdoor event that your organization is hosting since gatherings have been allowed again post-COVID-19 and it has been a logistical nightmare. Unfortunately, you haven't been able to empower your intern with much freedom to be creative with their assignments related to the event. Stakes are high as a number of potential big donors will be in attendance and everything needs to be *perfect*. The program schedule is airtight and there are strict time limitations on the space you're using.

You also haven't had time to meet with your intern regularly for the past 2 weeks. In passing, your intern says:

"So about tomorrow, I was thinking it might be a good idea to have a land acknowledgement at the top of the program- maybe by a local indigenous leader. What do you think?"

What do you think? **What do you do?**



# SCENARIO 1

 Create a **brave** and inclusive space for interns by establishing community agreements and recognizing strengths

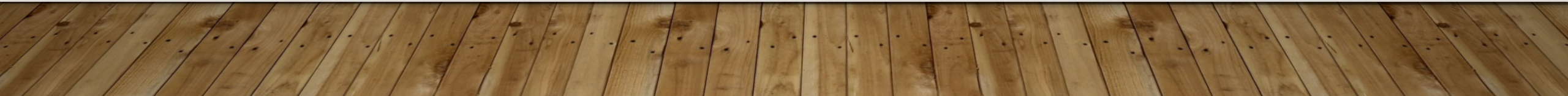
 Apologize and **change behavior**

# SCENARIO 2

You are about halfway through the internship and you have made a sincere effort to meet with your intern regularly, stick to the work plan you created for your intern, and encourage them to network with other colleagues in the field. While most of the work has been remote, you are at a loss as to why you and your intern haven't really connected.

When you have Zoom meetings they seem generally disinterested or disengaged. They aren't rude or giving off a negative attitude. They are completing their tasks but seem to just be going through the motions.

**What do you do?**



## SCENARIO 2

- 🔑 Engage conflicts as teachable and learnable moments – level the power dynamics!
- 🔑 Attend to identity differences in awareness and experience respectfully and genuinely with care



# KEYS TO MEANINGFUL MENTORSHIP

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- 1 Create a brave and inclusive space for interns by establishing community agreements, recognizing strengths, and using shared inclusive language
- 2 Engage conflicts as teachable and learnable moments – level the power dynamics!
- 3 Attend to identity differences in awareness and experience respectfully and genuinely with care
- 4 Apologize and change behavior

# REFERENCES

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Maxwell, K.E., Nagda, B.R.A. & Thompson, M.C. (Eds.) (2011). Facilitating Intergroup Dialogues: *Bridging differences, catalyzing change*. Stylus Publishing, LLC.

# THANK YOU

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