



MENTORING ACROSS
RACIAL/ETHNIC AND GENDER
BOUNDARIES

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CURRENT CONTEXTS

- INCREASE IN THE NUMBER OF WOMEN HEALTHCARE ACADEMIC PROFESSIONALS
- INCREASE IN THE NUMBER OF COMBINED PEOPLE OF COLOR
- INCREASED AWARENESS OF ROLES THAT DISCRIMINATION AND PREJUDICE PLAY

CURRENT CONTEXTS

- SCIENCE AND PRACTICE HAVE CONTRIBUTED TO UNDERSTANDING DIFFERENCES
- HEALTH DISPARITIES EXIST



PSYCHOLOGICAL RESEARCH

✓ SELF-AWARENESS

✓ KNOWLEDGE





SELF-AWARENESS

- ATTITUDES

- BIASES

- ASSUMPTIONS



KNOWLEDGE

- PRIVILEGE AND ADVANTAGE-NOT EQUALLY DISTRIBUTED
- STEREOTYPES IMPACT INTELLECTUAL ABILITY
- STEREOTYPES CAN LEAD TO STAGNATION

ERAS OF DISCOURSE

- ☛ RACE AS DIFFERENCE

- ☛ RACE AS NO DIFFERENCE

 - POWER-EVASIVE STANCE

 - COLOR-EVASIVE STANCE

- ☛ RACE AS ACCEPTABLE DIVERSITY



GENERATIONAL SOCIALIZATION

MESSAGES FROM:

PARENTS

GRANDPARENTS

GREAT-GRANDPARENTS





GENERATIONAL SOCIALIZATION

- GENDER

- RACE/ETHNICITY





DEMOGRAPHICS AT HMS

HIGH PROBABILITY
MENTOR-PROTÉGÉ RELATIONSHIPS
ACROSS BOUNDARIES

MALE MENTOR-FEMALE PROTÉGÉ
CAUCASIAN MENTOR-PERSON OF
COLOR PROTÉGÉ





INITIATING DISCUSSIONS

THE MEANING OF SILENCE

UNAWARENESS

UNWILLINGNESS





INITIATING DISCUSSIONS

MENTOR'S RESPONSIBILITY

POWER POSITION





GENDER MATTERS

➤ HETEROGENEITY AMONG WOMEN


EGALITARIAN

TRADITIONAL





PROFESSIONAL WOMEN

- PROFESSIONAL ISOLATION
 - PROFESSIONAL-FAMILY DEMANDS
 - ATTITUDES THAT EXCLUDE THEM FROM LEADERSHIP
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HONEST FEEDBACK

- ☞ REQUEST THAT TREATMENT WILL SUPPORT THEIR SUCCESS
- ☞ CONSTRUCTIVE AND PERTINENT FEEDBACK
- ☞ FOCUS ON THE POLITICS OF THE WORK SETTING

MALE-FEMALE MATTERS

- AVOIDANCE OF THE APPEARANCE OF IMPROPRIETY

- EXPLICIT BOUNDARIES



FEMALE-FEMALE MATTERS

EXPECTATIONS

DIFFERENT FROM MEN

CLOSER RELATIONSHIP

DISAPPOINTMENTS

ANGER



RACE MATTERS

- DIVERSITY AMONG AND WITHIN POC
- HIGHER PROBABILITY OF MORE CHALLENGES

DIVERSITY AND POC

- BETWEEN GROUPS

 - PERCEPTIONS OF INTELLECT

 - PERCEPTIONS OF WORK ETHIC

- WITHIN GROUPS

 - IDENTIFICATION WITH GROUP

 - RACE AS A FACTOR

POC AND POC

- ✓ EXPECTATIONS

- ✓ DISAPPOINTMENTS

- ✓ ANGER



RACE AND GENDER

MENTOR'S AWARENESS

THEIR RELATIONSHIP

PROTÉGÉ'S RELATIONSHIPS WITH
OTHERS



WOMEN OF COLOR

- ☛ EMBLEMATIC WOMAN- WHITE
- ☛ EMBLEMATIC POC-MALE
- ☛ WOMEN OF COLOR—TWO BOUNDARIES



BEHAVIORS

MESSAGES TO PROTEGES

BELIEF IN THEIR POTENTIAL

RECOGNITION OF DEVELOPMENT AS A
PROCESS

HIGH EXPECTATIONS AND SUPPORT TO
REACH GOALS



TALKING

- ☛ INCREASE UNDERSTANDING OF CHALLENGES AND STRENGTHS
- ☛ INCREASE PROBABILITY OF EFFECTIVE PROBLEM-SOLVING
- ☛ LEARNING PROCESS FOR THE MENTOR AS WELL AS THE PROTEGE

MENTORING ACROSS DIFFERENCES

- PERSONAL GROWTH PROCESS FOR MENTOR AND PROTEGE
- TALKING ABOUT RACE AND GENDER CAN BE PRODUCTIVE AND NOT ALWAYS PROBLEMATIC
- TALKING ABOUT RACE AND GENDER CAN COMBAT STAGNATION DUE TO STEREOTYPING