Creating a Culture for URM Mentorship

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Background

- Who is defined as URM?
  - According to the AAMC: *"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population."*

- What constitutes mentorship culture?
  - Social network that is inclusive and aims to advance the personal and professional goals of an individual

SNMA Mission

- *Student National Medical Association (SNMA) is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians.*

Diversifying the face of Medicine

Objective: Explore the Following Questions

- What are unique barriers URM students may be experiencing in finding effective mentorship?

- What are the advantages/disadvantages of in-person versus virtual mentorship, in a "post-COVID" society?

- Are dyads the optimal mentoring model or should group/cascade models be considered?
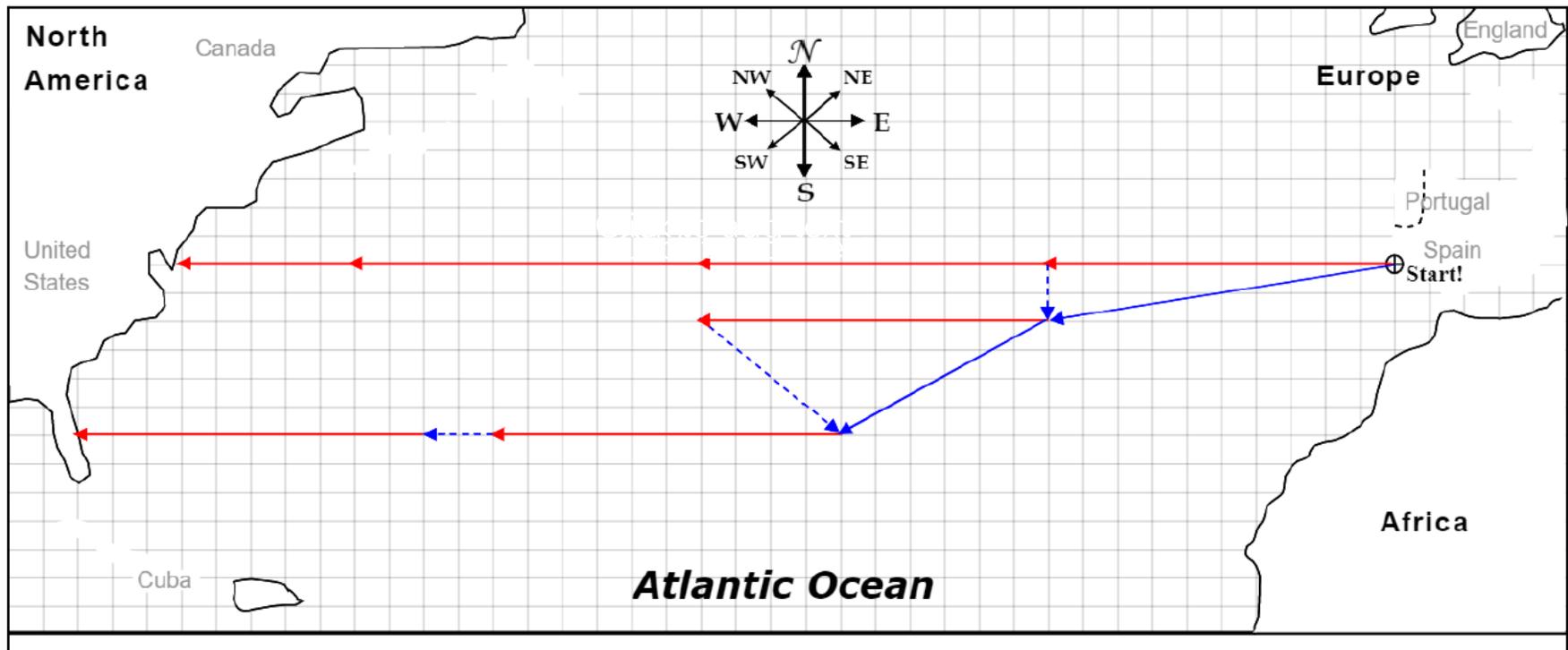
The **dyad mentorship model** consists of one mentor and one mentee

The **cascade mentorship model** consists of individuals that serve as a both mentee and a mentors within a larger network

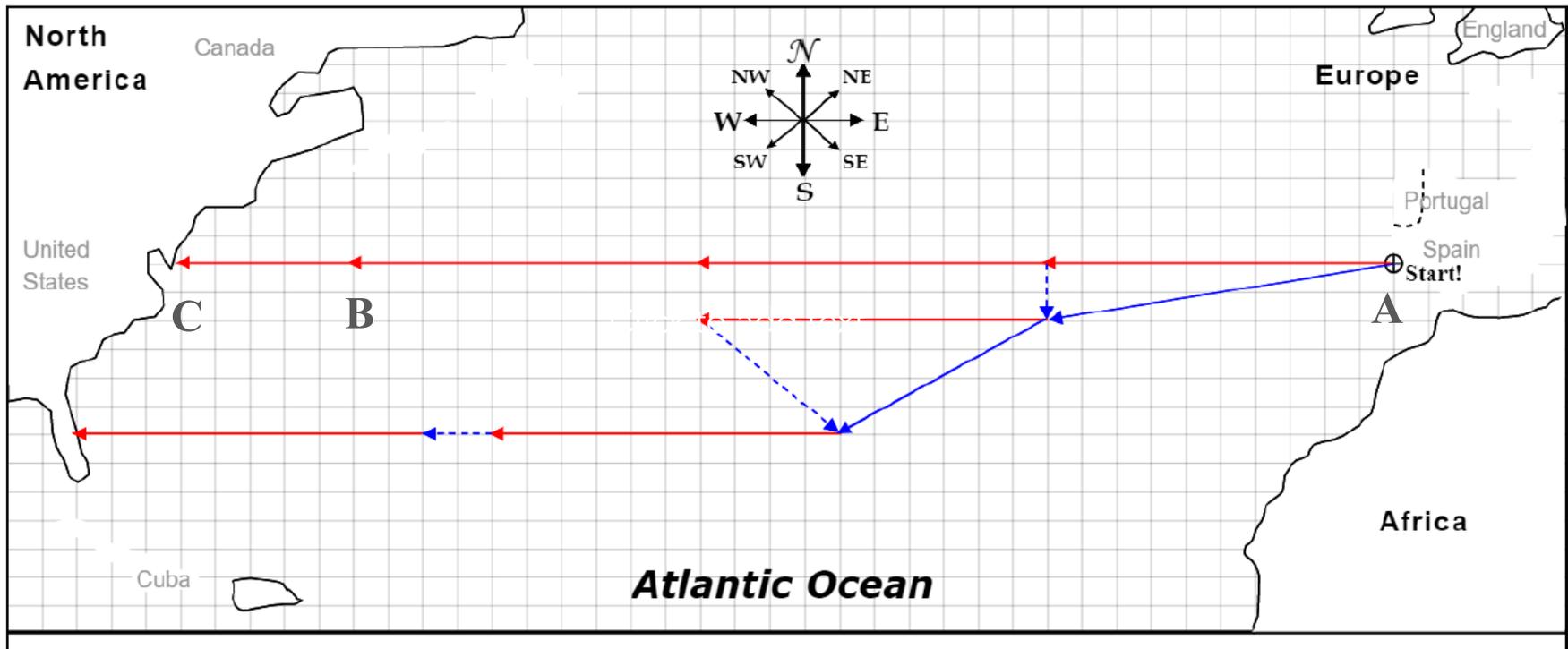# How long would it take to sail from point A to point C?

What are some tools that you wished you were given to navigate through that exercise?

How long would it take to sail from point A to point C?

Your ship can sail 10 squares/month. There are 30 squares between points A and B.

Why
is mentorship
important?

What are reasons you have sought mentors?

Group Activity:

- You will be assigned to one of three discussion groups. Each group will be assigned one of the following questions:
    1. What are the unique barriers URM students may be experiencing in finding effective mentorship?
    2. What are the advantages/disadvantages of in-person versus virtual mentorship, in a "post-COVID" society?
    3. Are dyads the optimal mentoring model or should group/cascade models be considered?

- Discuss the assigned question with group members for 10-12 minutes and be prepared to summarize your findings to the larger group.

Group Summary

General Take-Aways We've Learned from our Work with *Student National Medical Association (SNMA)*

- Create mentorships to facilitate the growth for all individuals involved.

- Create mentorships such that individuals need not necessarily rely on a single mentor.

- Design mentorships to allow for diverse motivations for individuals seeking mentors (e.g., seeking clear direction; setting goals; emotional support; motivation; advice; training).

- Share with our partners / colleagues the invaluable perspectives we've learned. Therefore, work to strengthen the national network of SNMA mentoring initiatives.

Pitfalls to Avoid

- <u>Pitfalls to Avoid as Mentor:</u>
    - Even if you consider yourself to be cultural component, recognize that there is always something new that can be learned
    - Minority groups are not a monolith
    - Feeling the need to know everything
    - Not fostering a space where mentors can give feedback on how to improve the mentorship dynamic
- <u>Pitfalls to Avoid as Mentee:</u>
    - Not putting forth the effort to communicate with your mentor
    - Feeling like you are bothering your mentor

So, if our patients look like this…

Shouldn't our physicians also look like this?

Mentorship will help get us here!

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