**Notes on Breakout room discussion:**

Q? How to create a mentoring contract?

What are the challenges in creating a document for mentoring?

What are the challenges to creating a culture where people feel comfortable speaking up/being open about needs?

Ken Kaplan shared a mentoring contract

Story about a student who left a lab, had started during covid. Hard to establish expectations when so much is not in-person.

Response that it’s important to re-evaluate regularly, but these types of interactions come with the territory, it’s inevitable that some mentoring relationships will have mismatched expectations.

Q? Point that it can be hard to know what things are “rude to talk about”, particularly when your students have different backgrounds than you. Any suggestions for how to deal with that?

-Need to establish the personal connection and kind of feel it out.

Suggestion for a fill-in-the-blank mentoring compact. Not one size fits all. Each student has different needs, so need to establish what each student’s background and goals are. Initially requested a weekly lab report, but some students were stressed by the fact that not every week of lab work produces much to speak of, so they adjusted the mentoring approach.

Suggestion to make a specific argument for diversity to set the tone

Q? Participant wants to be kind of blunt in asking students about their direction, e.g. why are you not pursuing opportunity X?

-Sometimes worries they cross lines but try to set a tone that it’s OK not to answer, not trying to be rude just wants to make sure their needs are met.

-Sometimes finds students don’t know what’s possible, like how if you go to grad school you can put loans on hold and get a stipend.

-Sometimes as a research advisor you’re the first person at an educational institution who has really listened to them, oftentimes interactions with teachers are so focused on content, grades, etc.

Suggestion to use IDP

Brittany Miller shared a mentoring contract!

Make sure to have regular conversations about things like career goals to adjust experience based on what they need.

Interest in the group sharing example diversity statements and mentoring contracts with the broader group.

**Resources:**

1. <https://www.ascb.org/careers/improving-mentorship-for-diverse-scientists/>
2. **Ethnic Diversity and Creativity in Small Groups** *Poppy Lauretta McLeod, Sharon Alisa Lobel, Taylor H. Cox* There is a growing belief among managers that ethnic diversity, when well managed, can provide organizations with certain competitive advantages. But the belief in this value-inl diversity hypothesis rests largely on anecdotal rather than empirical evidence. Results are reported of a controlled experimental study that compares the performance on a brainstorming task between groups composed of all Anglo-Americans with groups composed ofAnglo-, Asian, African, and Hispanic Americans. The particular brainstorming task used-The Tourist Problem-was chosen for its relevance for diversity along the dimension of ethnicity. The ideas produced by the ethnically diverse groups were judged to be of higher quality-more effective and feasible-than the ideas produced by the homogeneous groups. Members of homogeneous groups reported marginally more attraction to their groups than did members of diverse groups. Directions for future research with respect to the degree of diversity, the nature of the task, and group process are discussed. Small Group Research 1996 <https://dx.doi.org/10.1177/1046496496272003>
3. [**The Change Masters: Innovations for Productivity in the American Corporation, by Rosabeth Moss Kant,** *Michael Bisesi* The Academy of Management Review;](https://shibbolethsp.jstor.org/start?entityID=urn%3Amace%3Aincommon%3Aucdavis.edu&dest=https://www.jstor.org/stable/258501&site=jstor)
4. Examples of a DEI centric Code of Conduct for the lab: <https://kaplanlab.faculty.ucdavis.edu/lab-personnel/lab-code-of-conduct-an-argument-for-diversity/>  
   <https://www.gomeslab.net/diversity>
5. Mentoring “contracts” and programs:  
   <https://kaplanlab.faculty.ucdavis.edu/lab-personnel/mentoring-bill-of-rights/>  
   <https://cimerproject.org/online-resources/>

References and resources:   
<https://www.ascb.org/careers/improving-mentorship-for-diverse-scientists/>

<https://kaplanlab.faculty.ucdavis.edu/lab-personnel/lab-code-of-conduct-an-argument-for-diversity/>  
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