



Half Day Workshop - DEI in Mentorship

Effective mentorship contributes to greater academic performance, research productivity, career satisfaction, and professional advancement among trainees and early-career scholars. Mentorship is especially critical for recruiting, retaining, supporting, and advocating for scholars from under-represented and systemically-marginalized backgrounds.

This half-day preconference workshop will foster learning and dialogue to build more inclusive mentoring relationships. First, three presentations will focus on (1) systemic factors that foster inclusive and effective mentorship, (2) hands-on evidence-based mentoring practices, and (3) reflective allyship. Next, a panel of graduate and postdoctoral trainees will engage in a moderated discussion about the experiences and needs of mentees from historically underrepresented, minoritized, or marginalized backgrounds. Lastly, workshop participants will engage in small-group discussions about their questions, approaches, and concerns regarding mentorship.

This workshop is geared towards people in either (or both) mentor and mentee roles in research or clinical settings. The APS Antiracism Task Force developed this workshop based on feedback from attendees at our 2023 roundtable, and with input from the Emerging Leaders SIG and the Emerging Leaders Diversity, Equity, and Inclusion Workgroup.

This preconference workshop is also part of the mentorship activities for the inaugural cohort of the American Psychosomatic Society's Inclusivity for Impact, Equity, and Engagement Scholar Cohort Program (<https://psychosomatic.org/award/aps-i2eye-scholar-cohort-program/>).

Learning Objectives

By completing this workshop, participants will be able to:

- (1) Describe barriers and facilitators that are experienced by trainees from underrepresented, minoritized, or systemically marginalized backgrounds
- (2) Understand mentoring approaches at systems, interpersonal, and intrapersonal levels to address the barriers and facilitators
- (3) Discuss mentorship practices, skills, and experiences with other scholars
- (4) Generate ideas and goals for strengthening mentoring relationships and procedures