





ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

INCLUSIVE MENTORSHIP

OF PROFESSIONALS

As a mentor, it's important to consider the unique perspectives and experiences of others, recognizing your experience may differ from those you are mentoring. Depending on your role, you may mentor students, young professionals, or others.

Mentors can:

-  Demonstrate diversity through their own lived experience.
-  Be allies who encourage and support people from equity-deserving groups.

TIPS AND CONSIDERATIONS



Consider the intersectional identities of you and your mentee. Intersectionality is the unique layering of an individual's identities—including race, ability, and gender—that, when overlapping, multiply to amplify discrimination or disadvantage.



Consider the positionality of you and your mentee. Positionality includes social and political factors that form someone's identity, including race, gender, sexual orientation, and ability.



Be prepared to share experiences from your professional life.



Find a common interest, hobby, or value to connect over, especially if you are mentoring someone who has a different background and/or identity than you.



Clearly define your roles as a mentor and mentee to reduce ambiguity.



Encourage mentees to become mentors in the future.



LEARN MORE BY READING
THE GUIDE TO INCLUSIVE PRACTICES