



INCLUSIVE MENTORSHIP

OF STUDENTS

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



Praise hard work, effort, and skill-building, instead of students' innate abilities or performing well.



Tailor your language to increase connection. This includes the level you're reading and speaking at, and the language and cultural norms you're referencing.



Connect the professions to everyday life. For example, a bridge is a technical project that also helps people see family and access critical services.



Encourage students to consider their connection to improving the world.



Use diverse role models in images, media, or as examples in discussions.



Use gender-neutral language. For example, instead of "Hi, guys", say "Hi, everyone".



Encourage students to enroll in engineering and geoscience programs.



Respect boundaries, including your own.

