Be a mentor that can **S.T.A.N.D** with your mentee

This resource is intended to guide mentors in supporting a mentee after an incident involving micro- and macro-aggressions.

**S - Show support**
- Provide unwavering emotional and practical support.
- Create a safe and non-judgmental space where they can freely express themselves.
- Actively listen, validate their emotions and offer empathy.

**T - Therapeutic resources**
- Assist your mentee in accessing appropriate therapeutic resources to aid in their healing.
- Help them find counseling services, support groups, or mental health professionals who specialize in psychological trauma and racial healing.

**A - Advocacy**
- Empower your mentee to become their own advocate and stand up against injustices.
- Educate them about their rights and available support systems.
- Encourage them to speak out against discrimination.

**N - Network**
- Connect your mentee with a supportive network of individuals who have faced similar challenges.
- Facilitate mentorship opportunities, introduce them to relevant professional associations, or connect them with community organizations focused on racial equity and social justice.

**D - Develop resilience**
- Provide them with tools and strategies to cope with the effects of abuse, racism, and microaggressions.
- Foster a growth mindset and encourage them to set realistic goals that promote personal growth and empowerment.

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Helpful resources:

Therapeutic resources:
A Guide to Finding Therapy for People Dealing with Trauma:

The Ontario Psychotherapy and Counseling Program and Referral Network:
https://referrals.psychotherapyandcounseling.ca/

Advocacy:

Filing claims of discrimination

Network:
The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education
https://capdhhe.ca/

Developing resilience:
Did you really just say that? Advice on how to confront microaggressions, whether you’re a target, bystander or perpetrator - American Psychological association
https://www.apa.org/monitor/2017/01/microaggressions

Damaged, discouraged and defeated? How mindset may offer hope for healing by Dr. Michael D. Wolcott
https://doi.org/10.1111/bsedu.14748

References


