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\(^1\,\,^2\)
- Create a safe and non-judgmental space where they can freely express themselves\(^3\,\,^4\)
- Actively listen, validate their emotions and offer empathy\(^5\)

**T - Tackle with Teamwork**
- Be willing to support them in challenging systemic issues to create change in institutions and to create a climate of inclusivity\(^6\,\,^7\)
- Be willing to speak up within the institution to ask for enhanced resources and training for cultural sensitivity and diversity for faculty\(^8\)

**A - Advocacy**
- Empower your mentee to become their own advocate and stand up against injustices
- Educate them about their rights and available support systems\(^9\,\,^10\)
- Encourage them to speak out against discrimination

**N - Network**
- If requested, connect your mentee with a supportive network of individuals who have faced similar challenges\(^7\)
- Facilitate mentorship opportunities, introducing them to relevant professional associations, or connect them with community organizations focused on racial equity and social justice\(^1\,\,^10\,\,^9\)

**D - Develop a Toolkit**
- 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 goals that promote personal growth and empowerment
- If requested, help mentee find counseling services, support groups, or mental health professionals who specialize in psychological trauma and racial healing\(^1\)

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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
https://www.ohrc.on.ca/en/filing-claims-discrimination#:~:text=The%20Human%20Rights%20Tribunal%20of%20Ontario%20has%20jurisdiction%20over%20discrimination%20claims%20that%20arise%20in%20the%20province%20of%20Ontario.

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/medu.14740

References


