

# **Mentoring with Individuals who are African American**

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**Anthony J. Aramburo, M.A.**

# Mentoring with Individuals who are African American

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- **The Mentor Relationship**
- **Functioning as a Mentor**
- **Phases of the Mentoring Relationship**

# The Mentoring Relationship

- I'd really like to have a mentor, but who?
- Let's look at the word "MENTOR" ... derived from the Greek mythology, the name implies a relationship between a young adult and an older, more experienced adult that helps the younger individual learn to navigate in the adult world and the world of work.
- Now ... let talk about our profession ...

# The Mentoring Relationship

- **The DEVELOPMENT of a relationship**
  - **Mentoring IS important for success within the profession of interpreting.**
  - **However, keep in mind there are many variables that account for an African American interpreters success or distress the pursuit of certification in our profession.**

# The Mentoring Relationship

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- The **DEVELOPMENT** of a relationship
  - Pressure not only comes from society, but also in the form of institutional racism.
  - First, allow me to address societal pressures ...

# The Mentoring Relationship

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- **Societal Pressures**
  - **Having to work AND go to school**
  - **My culture is DIFFERENT from yours**



# The Mentoring Relationship

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- **Societal Pressures**
  - **Family first**
  - **Learning styles**
  - **Reference base**



# The Mentoring Relationship

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- **Institutional Racism**
  - **ITP's**
  - **Interpreting Agencies**
  - **Referral Agencies**





# The Mentoring Relationship

- Relationships
  - Same sex
  - Same race
  - Age

# The Mentoring Relationship

- Ideally ... it would be nice to have an AA mentoring AA ... but the number of AA mentors ...
- Personal relationships with role models such as mentors are necessary to help AA's deal with experiences in this profession.

# The Mentoring Relationship

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- **Private Relationship –**
  - **Confidentiality is the bedrock of any mentoring relationship and can not be risked.**

# The Mentoring Relationship

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- **Mutual Desire for Development**
  - It is important that both the mentor and mentoree gain from the mentoring relationship.



# The Mentoring Relationship

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- **Goal Towards Professional Development**
  - Allow the mentoree an opportunity to think
  - Challenge the mentoree
  - Encourage the mentoree to examine their own way of doing things

# Functioning as a Mentor

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- **CAREER & PSYCHOSOCIAL FUNCTION**
- **Career Functions ...**
  - According to Kathy Kram, **CAREER FUNCTIONS** are those aspects of a relationship that enhance advancement.
  - For example ...



# Career Functions

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- Sponsorship ...
  - Finding the ideal Mentor
  - Having someone take you “under their wings”
  - Go with you to conferences
  - Both members of professional organizations (RID, local chapter, other organizations or clubs of interest)



# Career Functions

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- **Exposure and Visibility**
  - Assigning responsibilities that allow the mentoree to develop relationships with others in the profession
  - Provide for an opportunity to show others the skill of the mentoree
  - Serve as a socializing force ... introduce the mentoree to others in the profession ... invite the mentoree to workshops, etc.





# Career Functions

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- **Coaching**
  - Instructs the mentoree how to navigate within the profession
  - Provides advice
  - Talks about their own experiences as a mentor



# Psychosocial Functions

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- **Role Modeling**
  - **Attitudes**
  - **Values**
  - **Ethics**
  - **Behaviors**



# Psychosocial Functions

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- **Acceptance and Confirmation**
  - **Sense of Self**
  - **Positive Relation**
  - **Support**
  - **Encouragement**



# Psychosocial Functions

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- **Counseling**

- Explore personal concerns that may interfere with a positive sense of self in the profession
- Forum to talk openly about anxieties, fears, and ambivalence that detract from the overall experience.

# Psychosocial Functions

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- **Friendship**
  - **Mutual liking and understanding**
  - **Enjoyable informal exchanges about interpreting and other experiences.**

# Phases of the Mentoring Relationship

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- **Initiation**
- **Cultivation**
- **Separation**
- **Redefinition**

# Phases of the Mentoring Relationship

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## ■ Initiation

- You have made the decision to serve as a mentor and understand the culture and background of your mentoree

# Phases of the Mentoring Relationship

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## ■ Cultivation

- Both the mentor and mentoree are benefiting from the relationship.
- Opportunities are more meaningful and more frequent interactions increase



# Phases of the Mentoring Relationship

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- **Separation**
  - A mutual decision to separate has been reached.
  - Goals and objectives have been met.

# Phases of the Mentoring Relationship

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- **Redefinition**

- **New relationships are formed ... no longer mentor / mentoree. The relationship is now a peer-peer relationship.**