

[00:00:02.250] - Daon Mclarin Johnson

Plus, we got to get the recording. I'm just talking away, right? Thinking that everybody can see everything. Thank you, Andrew. Let's see how this works. Let's share that boom there. Let's play from the start. That's funny. It's so good to be a part of a good team, man. I was just running.

[00:00:20.120] - Daon Mclarin Johnson

All right, here we go. Cultural humility. You saw that [MENTOR Maryland](#), that's us. I just gave you that. This is me at the bottom. You'll see my values. Equitable access. I think everybody should get an equal shot. Generational wealth. I love the passing down of not just financial resources, but expertise and passing it from generation to generation. That's why mentoring is so important for me. And also strength based fulfillment. I like people to operate in their gifts and their talents and to really leverage that for their professional success. So those are my values. I'm excited about being here with you guys this afternoon. Before we begin, we do need to go through our community standards. This is something we do at the beginning of every presentation just to make sure that we're all on the same page. This is a quiz, so please make sure that you're paying attention. At the end, there will be a question, and if you fail the quiz, well, we won't talk about what happens if you fail.

[00:01:26.020] - Daon Mclarin Johnson

All right, here we go community standards. Y'all ready? One mentor Maryland believes in inclusivity. Our community is open to everybody. Now, we also acknowledge that there in our country, y'all is deep seated racism, sexism, homophobia, transphobia, misogyny and ableism. All of that is pervasive, as you know. If y'all agree with me, nod your head if you agree. But we stand, not only Mentor Maryland DC, but I know your programs do the exact same thing. We stand against these "isms", and we actively work towards this aim. And y'all, I just want to encourage you, don't get tired for standing for these things. Don't get tired. There's a lot of stuff that we're hearing in the media and the backlash, and I know you see it all on the news, but I just want to encourage you guys on this Tuesday afternoon, don't get tired in your good work. Second thing, flexibility. Tonight we're going to ask you to share openly. Listen openly. Be cognizant, though, when you're sharing might hurt. When we talk about cultural sensitivity, that's why it's a sensitive topic. And so we'll talk about that. Be cognizant. When you're sharing might hurt. Positivity, you all be positive. Bring positive assumptions, and don't be afraid to ask genuine questions.

[00:02:42.690] - Daon Mclarin Johnson

No matter your role today, be a host. Have you all ever had somebody come over your house and you were like, nice to them? Anybody? Okay, I see a couple of y'all shake your hand, give me a nod. Okay? Thank you, Michelle. That's the same idea we want you to have with everybody on the call. Just imagine that everybody on the call is at your house, and so you want to treat them nice, be a host. All right. Equanimity. That's that one. The next one is intentionality. Now, this is a brave space that we're in tonight. We're going to talk about some brave topics. Sometimes it's a little difficult, and we can't always endeavor

to be safe, but we can endeavor to be brave. That's intentionality. The next one is expressivity. I love these activities. Y'all like that. Y'all can take that if you want them. We want this community and this experience tonight to be supportive, educational, and I hope y'all can tell I like to have fun. We like to have fun. Bring your present self. Aiden. All of the Aidens that are on the call, there's, like, five of you. Bring your present self.

[00:03:50.780] - Daon Mclarin Johnson

Andrew. Hey, this is your favorite one. Andrew, can you do this one?

[00:03:58.250] - Franco

So civility, which is something that Dan's wife doesn't want to hear, because if she hears, she'll call Dan a hypocrite. But no fixing, saving, advising, or correcting each other.

[00:04:14.030] - Daon Mclarin Johnson

Oh, that's so good. Thank you, Andrew. I appreciate you. All right, so these are our community standards. Here's the test. Here's the quiz. If you agree, give us a thumbs up in the chat or an emoji if you agree with those community standards. Thank you. I'm seeing about 30%. Haven't seen all the thumbs ups. Aidan, you got about three or four more. Thank you. Thank you. I just want to encourage you, whenever you have a virtual training, go ahead and let your people that come in, let your people go ahead and share these community standards or the community standards that your staff agrees to and take it to another level. Allow your kids to establish your organization's community standards. Give them responsibility, and then make sure that everybody, whenever they enter into that space, everybody abides by those community standards. So that's a good tool and a good tactic to use for your mentoring organizations. Andrew, you want to take this one? Sure.

[00:05:20.550] - Andrew Lolavar

So, let's do the iceberg question for you guys, if you could choose anyone, dead or alive, to be your mentor, who would you choose? Just, like, either unmute yourself or put it in the chat. Either one. So any mentor, dead or alive.

[00:05:41.770] - Daon Mclarin Johnson

Grandmother. Oh, Josephine Baker. Okay, we may come to that. Everybody put their answer in the chat. Good. Keep them coming. Everybody, please answer if you could choose anyone that are alive. Aiden. I don't know if that's you. Me from the future. I like Uncle OOH. Kobe Bryant. That's my one. Kobe Bryant. Hey, did you guys see us open? And who won the men's side of the US. Open?

[00:06:20.570] - Attendee

Djokovic.

[00:06:21.570] - Daon Mclarin Johnson

Djokovic. Remember he put on that Kobe Bryant shirt on? Did you guys see that? Good. Oprah. I got Cal Ripken. Greg. I like Cal Ripken. All right. Longevity. All right, I'm going to ask one person to come how about this? Franco Cabrera, you talked about your former boss. You feel like coming off mute and telling sharing with us why they were such a good mentor? That's a great example. Franco, are you able to come off?

[00:06:54.370] - Franco

I am. I guess so- Eva was my first boss when I joined Casa, and she was just like a wonderful person who was always there to lead us, to show us what was wrong, what was right. She never got mad, but just if anything we ever did if there was ever anything we did wrong or did something in a different way, she would just guide us in a nice way towards how we should really do things.

[00:07:20.510] - Daon Mclarin Johnson

That's so good. Hey, Franco, thank you for sharing that. I'm going to ask y'all to do one more thing before we jump in. Those mentors that you just put in the chat, think of one word that describes them that made them effective, whether it's intentionality, whether it's their ability to listen, whether it's their trustworthiness. Can you put those one word descriptors in the chat? Very quickly, just put those in the chat. One word descriptors on what makes a good mentor. If you could put those in the chat and thank you all. I love that. Authentic.

[00:07:56.550] - Daon Mclarin Johnson

All right, while you're putting those in the chat, today we're going to define cultural humility. We're going to talk about what it is. Empathetic. I like that. Determination, resilient. Love them. Listener. Yeah. Keep those coming. That's so good. That's so good. Aiden, if you don't mind, aiden from Kid Power. If you notice like two or three that stick out, Aiden, in those that are in the chat, I'm going to give you a second to share those, the ones that have the most duplication.

[00:08:27.210] - Daon Mclarin Johnson

Okay. Today's agenda, defining cultural humility, what it is, why do it, how to do it, the power differential. We'll talk a little bit about that and then we'll also talk about what's next for you as a mentoring practitioner. Now, I don't want to mispronounce your name. I think it's sadia you've got your hand up. Do you want to come off mute and share?

[00:08:54.490] - Attendee

That was about agreeing to the community.

[00:08:58.970] - Daon Mclarin Johnson

It got it. Love it. All right. Hey, Aiden, do you see any?

[00:09:05.630] - Aiden

I think I think there's two big ones that stick out to know we a lot of people speak about authenticity and being real, having someone who is just a true version of themselves. And then I think another one that I caught that people use the same word is integrity.

[00:09:27.570] - Daon Mclarin Johnson

Right.

[00:09:27.830] - Aiden

Like someone who I think genuinely in mentors, people are looking for someone who is a good person, someone who that they can look up to and someone who they feel has integrity and is going to do the right thing.

[00:09:44.670] - Daon Mclarin Johnson

That's beautiful. All right, so everybody keep those words in mind. Not only does this apply micro as a mentor, but think about your organizations as you set an organizational culture. These are some of those values that your organization can have in your mentoring relationships with your mentors and your mentees, your staff, your executive directors, all of your board members. Top to bottom. These are some of the characteristics that we're looking for. Now, we're going to share this video with you. If you have something to write with, I'm going to ask you. If you have something to write with, go ahead and get it out. We're going to make some notes in just a moment.

[00:10:26.200] - Andrew Lolavar

And this video, you can find it on our Becoming a Better Mentor series. I just put the link in the chat.

[00:10:31.700] - Daon Mclarin Johnson

Beautiful. Thanks, Andrew. All right, here we go.

[00:10:38.760] - Video

Becoming a Better Mentor strategies to be There for Young People practicing Cultural Humility Cultural humility is an ongoing, lifelong process of self reflection and learning about how social identity and experiences are shaped by systems of oppression, power, and privilege. Social identity is a person's sense of who they are based on their group membership, which can reflect physical, social and mental characteristics and can be selfclaimed or ascribed by others. Everyone has multiple social identities. As such, cultural humility is important in all mentoring relationships, even if mentors and mentees are similar in important characteristics like race or gender because there are likely many other ways that they differ. Cultural humility is grounded in continuous self reflection. This involves asking questions about and exploring the many ways you define yourself for example, your race, gender, class, ability, sexuality, and religion and what those identities mean in the context of the power structures in the United States. Cultural humility also involves an ongoing process of learning about your mentee. Actively seek opportunities to learn about your mentee's culture and when warranted and invited to participate in that culture. You may also explore how systems of oppression and privilege shape your mentees experiences.

[00:12:24.560] - Video

The more you understand this, the more you will be able to offer meaningful support. Cultural humility is not cultural competence, which many people confuse. Cultural competence assumes that there is an endpoint in learning that you can simply observe and read about another culture. Then you are done. This attitude could lead mentors to be overconfident in their relationships with youth. Cultural humility is also not colorblindness. Some Americans grew up believing that seeing race is a form of prejudice and discrimination in and of itself, and even mentioning a person's race is racist. Colorblindness creates a discomfort around individuals who are racially different from you because they may feel that they can't bring their full self into a relationship. You can start building your cultural humility by reflecting on questions such as how do my social identities shape my worldview and experiences? How have systems of privilege and oppression shaped my own identities and experiences? How do I make space in my mentoring interactions for my mentee to express their own identities? Committing and actively engaging in a process of ongoing self reflection and learning about your own social identity is the key in being a mentor who is culturally humble. See the full chapter@mentoring.org bettermentor for more tips on how you can be a better mentor.

[00:14:20.700] - Daon Mclarin Johnson

Cool. Very good. All right, real quick, before we go into our definition, can you guys do me a favor? In the chat, put if you're a mentor, if you're a program director, if you're an executive director, put what level of mentoring you're doing in your organization. Just put that in the chat so that we can see who's in the room. So we'll know. Very good. Thank you. Let them come. Very good. Richard, not Aiden. Thank you, Richard. Appreciate you. Okay. Got some program coordinators, got some consultants. Thank you, Ms. Jeanette. Thank you. Good. This is very good. Okay, so this kind of helps us shape this whole cultural humility conversation. Now, can someone come off mute very quickly, one person, and share what from that video really stuck out to you? One person come off mute? What stuck out? Come on, family, don't be shy.

[00:15:30.690] - Attendee

All right, I'll go. So what stood out to me, the biggest thing I think, was, like, cultural competence versus cultural humility. That whole idea that you can't just learn this and be done, it's like an ever evolving, always learning process, and you just got to keep at it, man.

[00:15:56.010] - Daon Mclarin Johnson

Now, I know you're not Aiden, and I don't want to call you Aiden, but Aiden, man, that is spot on. That's spot on, because cultural competence is a one time thing. But humility cultural humility is an ongoing practice, and you'll see that in our definitions that's coming up on the screen. So here's the first definition, and this really matches what happened or what was shared in that video. Cultural humility. Hey, can someone come off mute and read this? Somebody come off mute and read it for me.

[00:16:27.330] - Attendee

Cultural humility is an ongoing, lifelong process of self reflection and learning about how social identity and experiences are shaped by systems of oppression, power, and privilege.

[00:16:41.370] - Daon Mclarin Johnson

That. Thank you, Taisha. I don't want to mispronounce your name. Thank you for reading.

[00:16:47.600] - Attendee

You pronounced it right.

[00:16:50.730] - Daon Mclarin Johnson

All right, so once again, lifelong, ongoing. But hey, check this out. Underline that word. I know you all can't underline it, but I'm just saying in your mind, underline the word self reflection, you're going to see that theme come out consistently tonight. Self reflection. Here's a second definition. I pulled this from Rachel Morgan, and she's MA, and she's got a practice out on the west coast, and she really infuses exercise, this whole holistic concept, and she talks about cultural humility. Can I get someone else to come off mute and read Rachel's definition?

[00:17:37.190] - Attendee

Humility is an ongoing process of self exploration and self critique combined with a willingness to learn from others. It means entertaining a relationship with one another person with the intention of honoring their beliefs, customs, values, and accepting that person for who they are.

[00:17:54.890] - Daon Mclarin Johnson

Thank you so much. Thank you, Chris. Okay, notice the two definitions. They're a little different. What does the second definition bring out to you? What does it speak? Someone come off mute? Share. What does the second definition? It's a little different.

[00:18:13.840] - Attendee

Hey, for me, I see that it's much more being vulnerable, right. Self exploration and self critique takes a lot of effort. And you may have to fight against things that you may have believed all your life, right. And you have good intentions, but you really need to be vulnerable here and get that mindset in order to really embrace this.

[00:18:39.310] - Daon Mclarin Johnson

I really like that. I really like that. Yeah, it seems a little deeper, a little self exploration, self critique. And I like the second definition also because it talks about the beliefs, the customs and the values and really accepting other people. Yolanda, go ahead, share, please.

[00:18:56.240] - Attendee

I also got from that is being more open and not so guarded, I mean you understand your own belief system, but you've been more open to the relationship and you like really getting into the relationship with the intention to learn rather than judge or criticize

[00:19:15.790] - Daon Mclarin Johnson

That. I like that. Somebody type that in the chat to learn rather than judge. Yolanda, I'm going to steal that. Please don't hold it against me. Thank you for sharing that.

[00:19:24.650] - Daon Mclarin Johnson

Here's the next definition. Social identity. Social identity is a person's sense of who they are. All of us have a sense of who we are, but we base it typically on our group membership. And that group membership can be physical. It can be social. Like, thank you, Aiden, for typing that in. Physical, social, mental characteristics, race, gender, class, ability, sexuality, religion, whatever group you find yourself in that often shapes your social identity. And it can be self claimed, but it can also sometimes be ascribed by others. So hold on to that definition if you've got your pen. I know you all are writing all these incredible definitions down. We will make this slide deck available to you, though. All right, so here's the next thing that I want to share with you. Why is it important for us as mentoring practitioners, whether you're a coordinator, whether you're a director, whether you're a recruitment specialist, taisha, whether you're a program coordinator, Jonathan Tussaint, whatever you are, why is practicing culture humility important?

Somebody come off mute? Why is it important? You all probably figured out I'm going to be asking you all questions for the next 32 minutes. Why is it important? Why are you all on this call?

[00:20:47.580] - Daon Mclarin Johnson

Hey, Daon. This is Jeanette. Why do it? Yeah, why? Because you've made a commitment to young people to help them be successful. In order to do that, you have to understand who you are and who they are. Be willing to accept that and be willing them to help them through the humps and bumps of life, which might be different from yours, but they're also very real. So if you're not going to do this, I don't mean no harm, but you have no business being a mentor. You're getting some applause. You want to teach this class? I know you can easily teach this class. You have your own consulting company. Thank you for joining us. If y'all don't know Ms. Jeanette Simon, she's one of our consultants and she is the guru. So thank you for coming off mute and sharing that. Here's some other things. And Yolanda, I see you've got your hand up. Is that still from last or you got something you'd like to add?

[00:21:49.920] - Attendee

No, I'll take it down. Sorry about that.

[00:21:52.330] - Daon Mclarin Johnson

No worries, no worries. Here's some reasons. And this goes along with what Ms. Jeanette just shared. And I know y'all are writing these down. What culture humility does, it promotes inclusivity. Now think of this not only from your program's standpoint. Your entire program needs to be inclusive. Your entire program needs to build trust and relationships. But you as a mentor, from a micro perspective, you also practice culture humility to challenge the biases and stereotypes that our young people face, to enhance your cultural competence, to continue to increase your cultural competence, to improve a program's effectiveness. All these things empowering authentic engagement. Many of you said integrity was so critical. To be an effective mentor. That's where that authentic engagement comes in. And also organizations, when they practice cultural humility, it fosters an equitable environment across the board, top down executive Director all the way down through the board, all the way down to the mentors that are boots on the ground. So that's some reasons why we practice cultural humility. Our country, we need to practice cultural humility across the board. Can I get an amen from that?

[00:23:08.060] - Daon Mclarin Johnson

Here's a couple of thoughts culture humility. Here's a couple other thoughts that are more specific for your mentee. Your mentee comes to this space with their own ethnic identity. And it's so important, especially for our mentees of color, that you practice cultural humility because that is going to give them that whole efficacious self identity. And so you have to acknowledge their ethnicity and acknowledge their identity to empower them to be their full self and to be their best self. So that's the first thing. The second thing, it helps mentors. You overcome barriers in relationships. So you guys that are mentors, when you have this

cultural humility mindset, it breaks down the walls and the barriers that often divide us based upon whatever social identity group we're a part of. Last one. Here's the thing. When mentors are not attuned to cultural differences, when you just ignore the differences, it often makes the mentee feel unseen and unheard. And all you all know, if you all have been in any type of relationship, if you feel unseen and unheard, what do you do? You check out. You might be there physically, but you're checked out. Mentally and you're checked out emotionally. And we know mentoring is that emotional connection. Yeah, we mentor around specific goals and ideas and tasks. But there's got to be that transformational connection that will be short circuited if there is no attunement. So that's why we practice cultural humility. Those are a couple of reasons why we do it.

[00:24:59.860] - Daon Mclarin Johnson

Now, you're sitting there, you're thinking, okay, Daon, you've been talking nonstop for the last 33 minutes. How do we get to it? Daon, how do we practice cultural humility? Here's a couple of tips that I want to give you. The first thing that you gotta do is you have to continually reflect. Y'all can write this down on your own first. Everybody put a number one. Put one finger up. Put one finger up for me. Thank you, Mr. Net. Thank you. The first thing, you have to reflect on your own social identity. That's the first step. Here's the next step. Make efforts. This is where cultural competence comes in. Make efforts to learn and then reflect on your mentee's social identity. Think. Just sit there and think. Reflect. What does it mean to be a Latino American? What does it mean to be a European American? Reflect on that, their experiences, their identity, and their background as a mentor. That's the second thing to do. Not only reflect on yourself.

[00:26:06.980] - Daon Mclarin Johnson

That's okay, princess. We're glad you're here.

[00:26:09.780] - Daon Mclarin Johnson

Not only reflect on yourself, but reflect also on your mentee. Here's the last step. Reflect on the differences. What makes my social identity different than my colleague Andrew Lolivar? And those are the things that we can begin to do to be a culturally humble mentor. I'm going to push in because I got a little more content that I want to share, and then Andrew's going to say a couple of things. Now, social identity theory. Has anybody heard about social identity theory? If you have, put a one in the chat. If you ever heard of social identity theory, okay, you know how psychologists put fancy words on know? That's what this is. Y'all already know social identity theory because we as human beings, we thanks, Aiden. I don't know if it's you, Aiden, everybody. There's too many Aidens. All right, so we all know about social identity theory because all of us do it. Here's the first part of social identity. Well, here's a definition. It is a person's sense of who they are based upon their group membership, just like we talked about in the last couple of screens.

[00:27:24.800] - Daon Mclarin Johnson

Okay, so this social scientist, Henri Tefel, I think I'm pronouncing it right. He proposed that whatever group you're in determines your social identity. Whatever group you ascribe, that is what determines your social identity. Now take a look at this picture on the screen. Can you all see it? Notice on the left the descriptor of my group. And then notice on the right part of the screen the descriptor of your group. What sticks out in that picture. Somebody come off mute. I thought this picture was hilarious. Somebody come off mute.

[00:28:28.600] - Attendee

Well, when I look at this, it's funny. It's the same picture. Both sides are the know, but it's it's yeah, it's it's hilarious. It's the same on both sides.

[00:28:45.670] - Daon Mclarin Johnson

All right, thank you. Yeah, I love this. It's like our glorious leader. And then on the other hand, you look across the river, and their leader is a wicked despot. It's like, wait, they're the exact same, they look the same. They're the same size, all of that. So here's what social identity does. It causes us to categorize, and then after we categorize, we figure out where we fit, and then we begin to make comparisons. And as soon as we start making comparisons, that's when racism and prejudice and uncultural humility starts to come into play. I love that picture. Here are the definitions of cultural identity or cultural theory. One, we categorize to understand and to identify, and this is what we do with people. So the first step is categorization. The second step, and I'm going to push through these quickly the second step is identification. Where do I fit in in this group? All right, so I see European Americans, I see Japanese Americans, I see African Americans. Okay. African American male. I'm looking. I'm categorizing. Okay? So I am going to adopt the identity as an African American male. All right? There is emotional significance when I say I am an African American male.

[00:30:18.030] - Daon Mclarin Johnson

It means a lot to me to say I'm an African American male, and my esteem as an African American male is bound up in my group membership. Okay, now let's go to stage three. Once I identify myself as an African American male, then it causes me to categorize myself and others that may not be African American males or don't identify as African American males. Now look at the second paragraph on this slide. This is critical to understanding prejudice, because once two groups identify themselves as rivals, they're forced to compete. Do you guys see that? Competition and hostility arise. So this is this social identity theory, and this is why all of us need cultural humility. All right, does anybody want to come off mute and share? Does this resonate as we go to the next right? All right, well, we're going to go to the next screen. Here's what we're going to do. Andrew, you want to talk about this? You want me to do it? And then how do we

[00:31:42.040] - Andrew Lolavar

Let me just. So we have the self reflection, although you want to introduce it. And then I'll bring up the window.

[00:31:51.460] - Daon Mclarin Johnson

Then you put it in the chat. Okay, so on the screen right now, you see what's called an identity wheel. All right? Notice it's got, like, seven categories: community, race, ethnicity, hobbies, interests, beliefs, values, gender, family, religion, spirituality. Okay? And your name goes in the middle. Now, if you got a scrap sheet of paper real quickly, we're going to give you an opportunity to complete your identity wheel. And we also have the PDF, so you can have that for and we'll send it to you when we send out the notes. But go ahead and look at that. Everybody gets a good dose of it. Do you see it? All right, now, Andrew, here are the instructions.

[00:32:37.160] - Andrew Lolavar

So we're going to take two minutes to fill in each piece of the wheel with a dimension of your identity you consider to be among the most important in defining yourself.

[00:32:48.060] - Daon Mclarin Johnson

All right, so we'll go to 642. Go ahead and take your time. Go ahead and do it. It's going to be important for our discussion.

[00:33:46.730] - Daon Mclarin Johnson

You got about 45 more seconds. When you're done, give us a thumbs up. Good. Thank you. Thank you. Aiden. Aiden, number two. Thank you, Ms. Jeanette. When you're done, give us a thumbs up. Thank you, Alicia. Good, Chris. Thank you. Thanks, Yolanda. OK, now here's what we need you to talk we need one person to come off mute and talk about an experience where you were actually proud of one of those slices of the pie with regard to your identity. Someone, if you don't mind, if you could come off mute and share.

[00:34:52.170] - Attendee

I can share.

[00:34:53.550] - Daon Mclarin Johnson

Thank you.

[00:34:55.870] - Attendee

I guess it was recently I was leaving my school at first at the end of the school year, but then under a few circumstances, I was able to go back and all of my kids were very happy to see me. They were like, oh,

my gosh, I thought you were leaving. And then parents saw me and they were happy to see me in staff. So it just felt good. That the impact that I made last year, they were still happy to see me come back.

[00:35:29.190] - Daon Mclarin Johnson

That's amazing. That's good. What aspect, Alicia, what aspect of your identity did that speak to as a teacher? What was it?

[00:35:43.530] - Attendee

It felt like that person in the family, like a Karen auntie, you feel like that's just how I see myself on the side. I call myself Auntie Leash because that's just how the energy that I carry. But in the identity wheel, I definitely compared it to community and beliefs and values.

[00:36:04.530] - Daon Mclarin Johnson

Yeah. That's so good, Alicia. Thank you for sharing that. That's amazing. And we really do take pride in those aspects when you talk about community in multiple ways. For all of us from the communities that we resonate or that we come from. Now, everybody, those of you that are mentors, as you enter into these discussions, you can use these for your mentee. And so we're going to make sure that you have this identity wheel. This is a great conversation starter where you can really just like I asked Alicia what made her feel proud, we can ask our mentees the exact same thing. Hey, what makes you feel proud about being a member of the football team and what makes you feel proud about identifying in that particular way. And so these are things that we can use. And then conversely, if you really want to be intimate and you want to take it to the next level, ask them question number two. Give me an experience where you felt pain or embarrassment about one of your descriptors and then allow that conversation to provide a greater sense of connection and trust with your mentee. Okay. So this identity wheel is now yours. You got it. That's a tactic and a tool that you can use. Now I want to share just a little bit more about how to practice cultural humility. I'm going to ask Andrew to read these for you.

[00:37:32.350] - Andrew Lolavar

So the first is to have open ended questions. Next is we're going to have a non judgmental curiosity. You also want to be an active listener and really have good eye contact. No rushing and making sure you're not preoccupied or anything. You want your full attention, and you need to view your mentee as the expert of their own experiences, desires, and interests.

[00:37:59.030] - Daon Mclarin Johnson

That's so good. Thank you, Andrew. When we were talking about this and kind of dividing up the slides, I think when we are entering to these conversations where we're bridging cultural divides, it's so important that we are locked in. We've got to be locked into our mentee. If you're trying to have a culturally humble staff for your organization, you've got to be locked in, no judgment. There's got to be that open ended

questions curiosity, and that creates a culture of humility. And so that's something that you can also take. One more thing I'd like to share also, and this goes into the whole power differential, which is also critical in this context of being culturally humble. Remember, when we enter into our space as a mentor and we're older and then we got a mentee, to be culturally humble is also to understand the differential in power. All right, when we're males and we're talking to females and when females are talking to males, there's power differentials. Same thing. White mentor paired with a black mentee, black mentor paired with a white mentee. Whenever there are power differentials, we really have to make sure that we enter into those spaces with this sense of cultural humility where we're asking questions and we try to make sure that those playing fields are leveled and that we take time.

[00:39:31.130] - Daon Mclarin Johnson

Because remember, in our definition, cultural humility is all about reflection, reflecting on what does it mean for me to be a professional, middle class African American. And when I'm paired with a mentee who's living in poverty and I have so much privilege, even as an African American male, a middle class African American male, I have to reflect on myself first. And then secondly, to be culturally humble, I have to reflect on my mentee. And then I need to be able to assimilate and reflect on both. And remember, cultural humility is what we talked about at the very beginning. It's an ongoing process, an ongoing reflective mindset. So I'd like to share. I'm going to stop right there. We're at 6:48. Any comments on this cultural humility and the power differentials? Anything that you've noticed in your practice as a mentor? Want to open up and share real quick, please?

[00:40:40.910] - Attendee

Hey, it's Carla from hey, I wanted to jump in here and note that I have cultural humility as part of our mentor onboarding training. And something that I also like to point out is that the mentor mentee relationship in itself, that's a power differentiate differential. So just having our mentors acknowledge that even this new relationship they're about to form with our scholars, there's, those power dynamics and that they have to be mindful of that.

[00:41:15.840] - Daon Mclarin Johnson

That's so good, Carla. That's so good. Carla, how do you kind of give your mentor what advice do you give your mentors to really kind of level that playing field as far as the power differential?

[00:41:31.950] - Attendee

Yeah. So since our mentoring program is very career based, I emphasize that we're looking for our mentors who are providing holistic support, obviously knowing that there's boundaries, and so just entering into the mentoring relationship with genuine intentions and curiosity. And then also, if they have any questions, they can lean on me for good.

[00:41:58.020] - Daon Mclarin Johnson

Very good. Thank you, Carla. Thank you. Thank you for coming in from the West Coast. Also appreciate you. All right, anybody else want to speak? What incidences have you had in your mentoring organization where you have attempted to address the power differentiation? How have you attempted to address cultural humility and the aduItism and the sexism that's often in our culture, and how do we neutralize it as mentors? Someone else come off mute and share.

[00:42:43.550] - Attendee

So I want to share an example, but I also want to ask an unrelated question as well to the group, if that's all right.

[00:42:50.900] - Daon Mclarin Johnson

Yeah

[00:42:51.950] - Daon Mclarin Johnson

All right. So I've been finding that what has been working well for me is meeting someone in their activities and spots that are familiar to them in their neighborhood or somewhere where they feel comfortable is super important. And doing an activity with my mentee because that's when they feel most comfortable and safe and guards a bit more down. And then the question I wanted to ask the group was... A lot of this stuff is super important, and I think it's really important and good to talk about. I guess the thing that gives me pause or hesitance and obviously this is going to vary based on everyone's relationship with their mentee is just like, how do you know when this type of stuff is good to bring up and when it's not the right time? And I know that that's such a broad question with so context dependent, but just curious to hear other people's experiences on when your relationship turned from activities to being able to talk about this stuff.

[00:44:13.450] - Daon Mclarin Johnson

That's really good. I've got my thoughts, but definitely we've got time at 6:52, we can open up. Who else wants to share about when it is appropriate to have these? This I've got Gandhi on the screen because this slide really speaks to what you're talking about is really going into understanding your mentee's social identity, being willing to enter into their world, their experiences and their background, doing it non judgmentally and then in those segments is often good to ask questions, even at that moment. Now I see Taisha's got her hand up. So, Taisha, what do you have to share?

[00:45:00.250] - Attendee

Sorry, I couldn't find what I needed to unmute. So I was going to say, I know at least with working with children, that comes up. Sometimes things come up when you least expect it. You'd be surprised when a

child is curious about something, or they might have heard something in school that they didn't understand, or they want to ask questions and they don't know how. And then as far as being a mentor to that child or knowing what to do in that situation, I think that it can probably come up in any situation, any given situation.

[00:45:45.400] - Daon Mclarin Johnson

Yeah, I like that, Tayshia, because I was thinking while you were sharing that I made a slight reference to Novak Djokovic and his reference to Kobe Bryant and how I actually did some research. Kobe Bryant really helped Novak Djokovic go through a season in Djokovic's career. And Kobe really mentored him when Novak had had an injury that was really debilitating. You all remember maybe about 2017, 2018, and Kobe Bryant really mentored him. So I say that to say this, Aidan, to answer your question, even though your name is not Aidan, sometimes it's cool to pick current events to ask your mentee, hey, what do you think about this? And then getting to know them. And how do you identify in this situation? We know a couple years back, the main thing that we were discussing was George Floyd. But then there are some other things that we can discuss, things that happen in the know. We just recently put, I hate to say this, a young person was shot in front of their school, like literally 2 miles from my house. And she was a teenager, shot and killed in front of her school. And so it's at those times, those conversations that we can bring up to our mentee.

[00:47:18.630] - Daon Mclarin Johnson

How are you feeling about this? Why do you feel that? Have you noticed that this seems to always happen in particular communities? How do you feel about that? Do you think that's fair? What is that? And you can start to have those culturally humble conversations with your mentee based upon life events and things that happen in the news. Aidan, the real Aidan, what would you share?

[00:47:45.230] - Aiden

I think one thing that's really interesting about this and what I actually like about the Wheel is that you don't have to come out necessarily and just be, like, asking such a blunt question, right? Learning about someone's full identity and what is important to them is really interesting. I think building trust with a young person is the first thing, right? Because you don't want to come in and maybe have those more difficult conversations. I mean, people may disagree with me, but I would know in that first week of being a mentor, young people want to feel comfortable, want to build that relationship. I think it's okay, as you're saying Daon, if something comes up in the news, have that conversation. And I think it was Taisha who said, in my experience as an educator, kids will come up to you and these things will come know it's something that they're starting to develop their own identities, and they're looking at you and they're like, seeing what your identity is and trying to figure that out. But I think there's a difference between having a conversation like this at one month versus three months versus two years of being matched, and you can be a little bit more forward because the trust has already been built. If you've been together for a year.

[00:49:01.190] - Aiden

That's very good. I appreciate that.

[00:49:04.150] - Attendee

And you know what, Daon I want to just mention this as well. This question is very good. I actually had a parent just recently, and I just started mentoring, by the way, and the parent was giving me feedback on kind of what she expected. And she looked at me and she said, I'm glad I have a black male mentoring my son because he needs a black male influence. I listened to what she had to say, and I think so many times you have to really think about what's really being asked and what's really being said. Because my background, of course, just so happens my mentee and I, we have a very similar background, but in some cases, people may make certain assumptions about us that may not be something that we can necessarily fulfill in terms of their expectations. So I think sometimes we have to take those opportunities to ask clarifying questions, to try to find out what are the true needs are. Because at the end of the day, it opens up kind of a way to then talk through and build connection with people. Again, it just so happens that I understood what she meant, but in a lot of ways, I think based on other contexts, I may not be necessarily that type of person that she's hoping me to be. Not a bad thing. It's just that, again, I'm going to take this opportunity to then dig deeper with her and then also with my mentee to find out what his true needs are. So, again, I just think you take those opportunities, you listen. There's really no right time, there's no formula. But I think listening is key to all of this.

[00:50:51.690] - Daon Mclarin Johnson

100% agree. And I was thinking the identity formation piece is really for you and your mentee. Now, I know our parents are important and we do want to listen to your parents perspective, but I think having that I like the idea from a timing perspective of really at the beginning of that mentoring relationship when everything is new and you're doing your goals. Sometimes mentoring programs go through goals. It might be a good idea to go through that identity wheel at the beginning because that will already be established. Right? And then as you go through the mentoring relationship throughout the course of the year, you can refer back as things happen, to that identity wheel. So I would also think along the lines of, hey, do that at the beginning and then you can return back to your mom said that she's glad that I am an African American male and I identify as an African American male. How do you identify? Do you identify as an African and you can just open up the conversation based upon the identity goal that you already completed. So that would be maybe another recommendation. And I just am thankful that you guys are participating so fully.

[00:52:15.410] - Daon Mclarin Johnson

I want to give you a couple more slides and then unfortunately, we're going to have to come to a close. Here's what I would like to do, though, because we are ending pretty abruptly at 07:00. If you have any questions or concerns, go ahead and take a moment and type them in the chat. And then what we'll do is we'll respond to your questions and concerns via email. Because I've got well, with the exception of

having 20 Aidans, we'll figure that Aidan thing out. But if you have any questions about culture, humility, or even have comments, please feel free to share so that when we send out the summary email that we can also make reference to some of those highlights and some of those points. On the next screen, it says what's next? So what do you guys feel like is next for you as a mentor, as a program consultant, as a program? What's next? Thank you, Paulette from LA. Yes, Princess, we'll definitely respond to that. I think building trust is critical at that first stage and really coming in that space very humble.

[00:53:28.890] - Daon Mclarin Johnson

What's next for all of us on this call is self reflection, right? Because that's where it starts. We always start with ourselves. What did you get out of this? When you think about your cultural identity, where do you fit? That's the first step. Once you get off this call, take a moment, look at that identity wheel, see where you're proud. Where have you had issues with your identity? Because first step is self reflection and understanding yourself. The second step is then make a commitment to study and understand the beliefs, the values of your mentee. And then the third step, as you know, is to compare, compare notes. And so we just got a couple of things that we want to add. We've got questions. We'll put these in the email that we'll send you, questions for self reflection. You can also use these questions for your mentee to ask your mentee if you have an opportunity to talk about things that are happening in their community, things that are happening in their cultural group, questions that you can ask. And then there are some additional reading resources. We're going to share this in the email that will go out to you about critical mentoring and race and how to talk about race and identity. Those are a couple of other things. And then lastly, what's next?

[00:54:47.800] - Daon Mclarin Johnson

We just want to say thank you for being a part. If you have any questions or anything that you'd like to share, please, once again, drop it in the chat. We'll go through the chat and we'll respond by email. Aiden, you got anything to share on behalf of Kid Power?

[00:55:07.530] - Aiden

No, I mean, I just want to say I really appreciate this. Thank you so much, and thank you to everyone who came. I feel like a lot of times you come through this and there's not many actionable steps, and I think that this is completely the opposite. I feel like figuring out mentors, thinking about who they are and reflecting on that and talking to young people is incredibly helpful and and it's just the beginning, but no, I really appreciate that. And yeah, I'm also really appreciative to all the mentors that join this call who are putting in the time, taking the time out of their day to keep learning more and improving, because that's.

[00:55:47.680] - Daon Mclarin Johnson

Amazing putting in the work. And you guys can also thank you, Aiden. I appreciate that because actionable is so critical because otherwise we're just talking. The other thing that we can also do, if you

Google Identity Wheel, there will be multiple identity wheels that will come up. So the one that we showed you is a very basic one, but you can find maybe three or four different ones that have different categories and work through those as well and share those with your mentee and have them. So that Identity Wheel is a very good jumping off point to use when we're talking about cultural identity. And once again, everybody, thank you all so much for joining us. And we'll see you at our next training. We'll keep you in the loop. We've got your addresses. Thank you all so much. Have a good evening. Bye.