

# Building an Inclusive Mentoring Network

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Professional Development Seminar Series  
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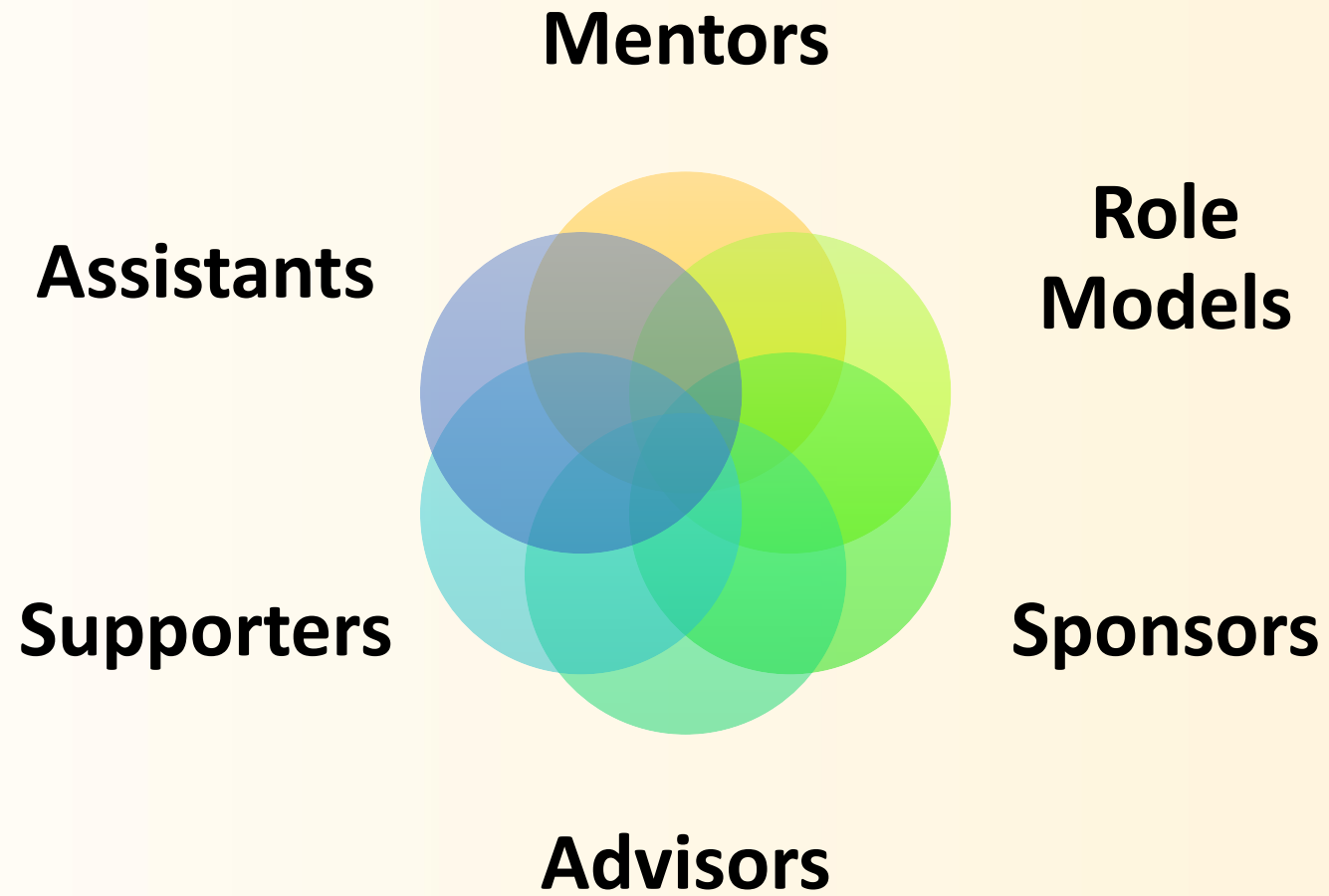


# Why we need a network of supporters

- Seek advice
- Shared problem-solving and strategizing
- Listening ear
- Help us say “no” (avoid burnout and free up time to do the things that are important to us)
- Share our good news with others/Talk up our accomplishments
- Insider information about new opportunities
- Cheer us up/encourage us



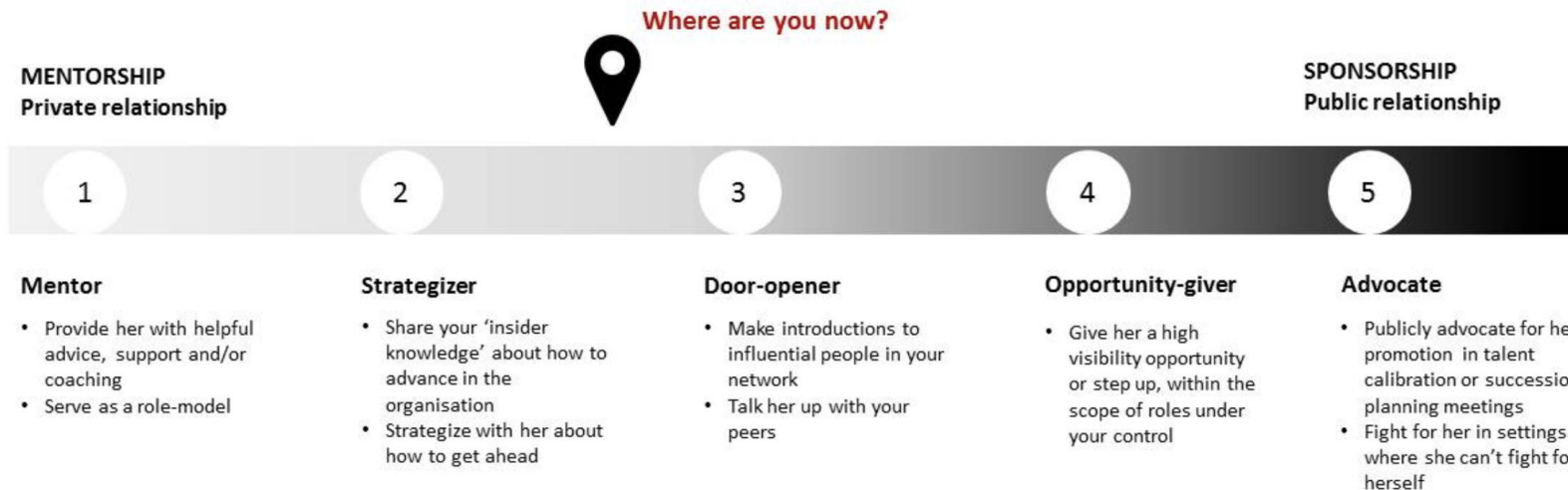
# (Some) roles in your network



# Another way to think about sponsors/mentors

## The sponsorship spectrum: How far are you willing to go?

Sponsorship is either/or. It's a spectrum of different kinds and degrees of support. As you get to know the high potential women that you already mentor, ask yourself: Where am I on the sponsorship spectrum? What would it take for me to move up the spectrum?



Credit: Herminia Ibarra

<https://hbr.org/2010/09/why-men-still-get-more-promotions-than-women>



# Simplify by considering 3 roles

- Who helps you get the job done?
- Who provides personal support (who encourages you or builds up your confidence)? (Mentors)
- Who advocates for you or helps advance your career? (Sponsors/Advocates)

*See: S. Jean Emans, MD; Maxine Milstein, MBA; Ellen W. Seely, MD; and Audrey Haas, MBA; 2016.*

<http://bwhmentoringtoolkit.partners.org/mentoring-and-career-development/developmental-networks/>



# Map your network

- List people who fulfill the three types of roles. Factor in:
  - “Distance” of relationship in your list (are you close with this person or more of an acquaintance?)
  - “Seniority” relative to you (Is the person more senior or seasoned compared to you at this stage in your career?)
  - The same person can be represented in multiple roles



# Map your network

- Map your network using the symbols in the handout AND
- Shade in symbols that represent people who have a different identity than you (e.g., different gender, race, sexual orientation, religion, citizenship, ability, etc...)
  - ***Why does network identity matter for:***
    - *Mappers from underrepresented or marginalized groups?*
    - *Mappers from dominant groups?*



# Observations

- Where do you have a lot of support?
- Where do you have gaps in your network? Consider:
  - Relationship distance
  - Predominance of type of symbols
  - % shaded symbols





# Strategies for building your network

- Expand your network through social media
- Attend seminars like this one
- Conferences
- [Academic Leadership Academy](#)
- [EmpowerED to Lead podcast](#)





## SOCIAL MEDIA ENGAGEMENT

DECEMBER 4, 2019 | 12 - 1:30 P.M.

150 PURDY/KRESGE LIBRARY

Learn the benefits of social media engagement from an experienced panel of faculty who are active on social media. Topics include the use of social media to promote research, creative, and scholarly work, stay engaged with scholarly communities, and to educate others.

### PANELISTS



**SUSAN DAVIS**  
Professor-Clinical,  
Pharmacy Practice



**JENNIFER HART**  
Associate Professor,  
History



**KEVIN KETELS**  
Lecturer,  
Marketing &  
Supply Chain Management



**RAHUL MITRA**  
Associate Professor,  
Communication



**KIDADA WILLIAMS**  
Associate Professor,  
History

[rsvp.wayne.edu/social-media](https://rsvp.wayne.edu/social-media)



# Strategies for building your network

- Strategies for converting distant relationships into closer ones? Or mentor/role models → advocates/sponsors?
- Email
- Coffee
- Others?



# Building your network right now

- I can offer expertise in:
  
- I need expertise/help connecting with:



# Need help connecting with supporters?

- Follow me to learn about your peers doing great work :

 @WSUFacSuccess for official WSU communications, including awards and professional development opportunities

OR

My “personally professional” Twitter account: @annmarie\_cano

You can also find me on LinkedIn

- Enlist the people sitting with you right now!



# Other opportunities

- National Center for Faculty Development and Diversity
  - WSU is an Institutional Member
  - Activate your free account at [www.facultydiversity.org](http://www.facultydiversity.org)
    - use your wayne.edu email address
  - Check out the webinar on Collaborators, Mentors, Supporters
- Email me with suggestions and questions: [acano@wayne.edu](mailto:acano@wayne.edu)



SUCCESS  
→ go get it →

