Mentoring Minority Women in Biomedical Research

Experiences of woman of color

- Evidence of continued lack of representation

- Feelings of exclusion

- Feelings of isolation

- Only one of color, so represent all minorities

- Often first minority or first woman of color

- Greater pressure to exceed—added stress/pressure

- Stereotyped views of performance expectations, career paths

Themes

- Women of color as an issue for more than women of color

- Invisibility even among women

- Myths of no culture, no mentoring

- Myth of tokenism versus reality of tokenism

- Stereotyping continues to exist

- Subjective to other's privilege

Research Recommendations

- Create overarching, cross-agency initiative that addresses issues surrounding women of color

- Identify the different paradigms people are working under— perspectives of mentors, mentees, institution

  - culture, values

- Conduct qualitative research

  - Experiences of women of color

  - Career progression

- Research the psychosocial and environmental interactions related to factors that lead to success, slowdown, or attrition

- Collect and analyze best practice examples of environments in which women of color are progressing

- Examine use of alternative models for study – i.e., business models, models for organizational change, etc.

Practice Recommendations

- Implement mentor training and teaching regarding issues of women of color

  – Development of models, guides, curricula

- Collect and document best practices—delineating experience of women of color

- Introduce gender issue into programs targeting minorities and minority issues into programs targeting women

- Provide resources for ongoing dialogue and convening of individuals with a focus on women of color

Policy Recommendations

- Collect and report <u>disaggregated</u> data on women of color
  - NIH
  - NAS
  - IOM
  - Etc.

- Recognize the efforts—often additional time commitment—of women of color who mentor

- Incorporate "women of color" as an issue/theme to be addressed in future meetings, RFA's, etc.