Leading the Pack: Mentoring While Moving Through Self-Actualization

MICHAEL GONZALEZ

Learning Outcomes

▶ Attendees will leave session knowing at least one theory of identity development

▶ Attendees will be able to connect the significance of race/ethic identity development theories to mentorship

▶ Attendees will gain new practices on impactful mentorship, for students of color

Abraham Maslow's Hierarchy of Needs

- Self-Actualization: represented by growth of an individual toward fulfillment of the highest needs

- Five Stages:
  1. Psychological Needs
  2. Safety
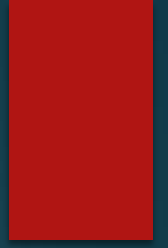 3. Love and Belonging
  4. Esteem
  5. Self-Actualization

Theories Cont'd

- Atkinson, Morten, and Sue's Racial and Cultural Identity Development: Five Stage Model
  - This model conceptualizes the progressions an individual goes through when defining their racial identity
  - Conformity, Dissonance, Resistance and Immersion, Introspection, Synergistic Articulation and Awareness
- Bernardo Ferdman and Placida Gallegos' Model of Latino Identity Development:
  - This model focuses on "orientations" of Latinos' way of coming to think about themselves in a diverse ever-changing society
  - Latino-Integrated, Latino-Integrated, Subgroup-Identified, Latino as Other, Undifferentiated/Denial, White Identified

Model of Black Identity Development

- William Cross and Peony Fhagen-Smith's Model of Black Identity Development
  - Looks at the sectors of progression of identification of individuals as they move towards a healthy black identity
  - 1. Infancy and Childhood Early Black Identity Development 2. Preadolescence 3. Adolescence 4. Early Adulthood 5. Adult Nigrescence 6. Nigrescence Recycling

Asian American Racial Identity Development Model

- Jean Kim's Asian American Racial Identity Development Model
  - Addresses stages of how Asian Americans come to terms with their racial identity and resolve racial conflicts in a society dominated by White perspectives
  - Ethical Awareness, White Identification, Awakening to Social Political Consciousness, Redirection to Asian American Consciousness, Incorporation

Reference

- Evans, N.J., Forney, D.S., Guido, F.M., Patton, L.D., Renn, K.A., and Quaye, S.J. (2016). Student Development in College: Theory, Research, and Practice. San Francisco: Jossey-Bass

Roundtable Discussion

Facilitation Questions

- To what extent does you racial/ethnic identity effect your role as a mentor?

- In regards to mentorship, where do you find it the hardest to connect with your students?

- What practices do you feel allow you to attain/maintain impactful mentorship