



AMERICAN INDIAN AND ALASKA NATIVE  
SOCIETY OF INDIAN PSYCHOLOGIST

# Mentorship Program Handbook

2017-2018



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## Introduction

The Society of Indian Psychologist (SIP) Mentorship Program 2017-2018 is the first formal yearlong program developed by and for our members. The development of this program was intended to align with the organization's main goal of coming together as Native psychologists who work in support of professionals, researchers, graduate students, and undergraduate students. SIP is an organization for Native American indigenous people with a mission to advocate for the mental well-being of Native peoples by increasing the knowledge and awareness of issues impacting Native mental health. For more information about SIP, visit the website at [aiansip.org](http://aiansip.org)

Mentorship enrollment and participation required completion of the application available at the SIP website mentoring tab, <https://www.aiansip.org/mentoring.html>. The deadline to apply was September 8, 2017. Eligibility for mentorship participation is SIP membership. Mentorship was available to any SIP member who self identified as benefitting from a mentorship relationship with a SIP professional member and who applied. The program requires availability for 3-video chats between October 2017 and May 2018. Mentees will participate in 2-webinars. Mentors and mentees will have the opportunity to meet and participate in mentorship program activities at the SIP Annual Retreat & Conference 2018.

This handbook is designed for use by mentors and mentees to assist in understanding the goals and expectations of the program. It provides resources for methods of communication, and guides for mentorship meetings in order to accomplish the goals of the mentorship program. This handbook was developed by the mentorship program chair, Anita Mihecoby, PhD with the support of the mentorship professional committee, Jacque Gray, PhD, Jamie Ramsey, PhD, Melissa Tehee, PhD, JD and Melissa Wheeler, MA, and the student committee Tamara Barrett, Erica Ficklin, Devon Isaacs, Candice Keyes, and Amanda Young. This mentorship program is sure to grow with the passion for mentorship this committee has expressed through their efforts and commitment to the development and initiation of this program. Thanks to the support of our web-master Wendy Peters, PhD, we were able to initiate recruitment through the SIP website and application mechanism she designed for the program.

# Welcome

Marúaweka! Hello all! Welcome to the 2017-2018 Society of Indian Psychologist Mentorship Program. Thank you for your support in developing this mentorship program for the Society of Indian Psychologist community. It is only with your interest and participation that we are able to launch the first formal year long Society of Indian Psychologist Mentorship Program. Together we will contribute to our society's mission of advocating for the mental well-being of Native peoples. That support starts here within our SIP community. As mental health professionals and members of a cultural group distinguished from the academic field of psychology and mainstream culture, support is vital to our well being as we aspire to groom and become Native American psychologists.

The SIP Mentorship Program is designed to connect Native American mentees with SIP professional mentors. It is my hope that this program helps strengthen our SIP community through positive and close relationships. The limited number of Native American psychologists and our widespread locations across this land creates barriers for connecting with our Native American psychology community. The use of video communication is used to create a more personalized connection for each mentor-mentee pair. If you are not familiar or have issues with video technologies please email the Video Chat Resource Manager, Melissa Wheeler, MA at [melissa.wheeler@und.edu](mailto:melissa.wheeler@und.edu).

One of my favorite things to do is to connect people! I am looking forward to meeting you all at the Annual SIP Retreat & Conference. The mentorship program committee is planning mentorship activities for you all at the 2018 Retreat & Conference. For more information about the Retreat & Conference visit <https://sipconvention.org/index.cfm>. Again, the purpose of this program is to get better acquainted and develop life long relationships as Native American psychologist. With that said, we encourage each one of you to plan on attending the 2018 Retreat & Conference. Attendance to the Retreat & Conference is not mandatory, however, it is an opportunity to support the society as a whole, contribute to forming a positive SIP culture, and spend time with your mentor/mentee. For questions regarding the 2018 Retreat & Conference see the FAQ's on the SIP website. For further information email the director, Melissa Tehee, PhD, JD, at [melissa.tehee@usu.edu](mailto:melissa.tehee@usu.edu).

We are all in this together! I will look to each one of our participants, committee members, SIP executive board members, and SIP members to support the development of this program. The success of this program is dependent on your participation. Following the schedule, guidelines, and keeping the goals of this program in mind as we journey through this year will be helpful. The mentorship program committee looks forward to hearing about your experience and suggestions. You will hear from the evaluation committee throughout the year, Jamie Ramsey, PhD and Melissa Wheeler, MA. To provide program suggestions, email [Jamie.Ramsey@ihs.gov](mailto:Jamie.Ramsey@ihs.gov). Communication is key in providing positive experiences for all. I look forward to meeting you all!

Onward,

**Anita L. Mihecoby, PhD**

# **A Native-Centered Mentorship Program**

## *Mentorship as Sacred Work*

“Our ancestors had the spiritual understanding that it is sacred work to evoke the gifts in our children; that each child is irreplaceable and has meaning and purpose to and for the community. They taught us that interdependence is part of the natural system of life; and that each person is precious. Our natural systems are steeped in the teachings of elders who have instructed us to carry a love for one another and a respect for all things.

Mentoring from an indigenous point of view is based on abundance found in our teachings rather than the lack that is found in our grim statistics. Mentoring was part of the natural systems found in communal life to awaken the sleeping gifts in our most precious resource – our children. Upon awakening, these gifts would be given to the community so that it would thrive and the children would once again remind us that they are the heartbeat in our lives. The children are our center and we must once again give them a place and meaning within the community by honoring ancient knowledge.

Today more than ever, we are being asked to become conscious of ourselves and our communities and to help our youth develop their gifts so that we might all survive as a people and a race. It comes from the understanding and belief that when people stop respecting and showing gratitude, then all life will be destroyed and human life will come to an end.”

By Anna M. Latimer

# Mentorship Program Goals

Five primary goals of the Society of Indian Psychologist Mentorship Program are:

- (1) Support
- (2) Well-being
- (3) Positive Space
- (4) Cultural Empowerment
- (5) Leadership

The main goal of the mentorship program is to support Native Americans in their careers as psychologist. The intention of this program is to facilitate the development of positive relationships within our SIP community to promote a sense of support during the academic journey and throughout ones' career. Mentorship is associated with academic retention, commitment, and career benefits.

The second goal of the mentorship program is to offer an opportunity to be active in our mission as a society to support the mental-well being of Native peoples. Native American ideologies of well-being recognize the importance of a holistic perspective of health. The health of our Native American psychologist community and those in training is of vital importance. One way to communicate support in the mentorship relationship is to consider the mentee as a whole person and prioritize health. This may require discussions involving balance in the many roles we play as students and professionals.

The third goal of this program is to provide a space to come together as Native American psychologists who work in support of professionals, researchers, graduate students, and undergraduate students. Due to the scarce number of Native American psychologist we encourage higher education and leadership within our field. Given the historical and current oppression of Native Americans, a safe, supportive, and culturally sensitive environment is important for our SIP community.

The fourth goal is to nurture cultural empowerment through knowledge and awareness of issues impacting Native mental health. In consideration of the socio-political variables that influence Native American experiences in education and career, mentors should be aware of and address topics related to the effects of historical trauma, intergenerational trauma, being a first generation college student, and socio-economic difficulties. The effects can present as higher levels of stress, perceived obstacles, and psychological symptoms such as depression and anxiety and lower levels of motivation, self efficacy, support, and sense of belonging (Torres Campos et al., 2009). Addressing these issues with a strengths-based perspective can offer opportunities, hope, and solutions.

Finally, our goal is to enhance leadership among our Native American psychology community. Mentors can offer support, guidance, and resources for mentee's higher education, career promotions, advocacy for Native American cultural values, community engagement, organizational involvement, and social justice efforts toward equity for Native Americans.

# Mentorship Program Expectations

*Commitment:* Participation assumes interest and time commitment to the mentorship program and your assigned mentor/mentee. Participants are expected to make themselves available at minimum through email for scheduling the 3-video chat meetings and for the 3 video chats scheduled on the agenda. Video chats are to be scheduled within the month designated in the agenda. Video chats are recommended at 90-minute durations. It is encouraged to have brief follow-up contact in between scheduled video chats through any modality agreed upon. Mentees are to attend webinars and planned activities at the SIP Retreat & Conference. Participants are expected to provide feedback to program evaluations throughout the year.

*Mentee-Focused:* It is expected that mentors and mentees get acquainted with each other. Use the mentorship introductory guide (pp. 11) to comprehensively address the goals of the mentorship relationship. Mentors are encouraged to share information about their personal experiences related to the Native American experience in the field of psychology, while being mindful to spend most of the time learning about the mentee and their goals.

*Authentic Relationships:* The mentorship program consists of mentor-mentee pairs who are committed to forming authentic relationships. Authentic relationships are “sincere, enduring and based upon mutual trust and respect” (Straits et al., 2012). Engage in your mentorship relationship “with the intention of building and sustaining a long term commitment” to the SIP community (Straits et al., 2012).

*Positive Regard:* Mentors are to approach the mentorship relationship with positive regard and attention to the current goals and life situation of the mentee. Be mindful of the words used to offer advice or feedback as they can have a significant impact on the emotional well being of the mentee, the mentorship relationship, and the decisions your mentee makes in their education and/or career.

*Native-Centered:* It is expected that mentors are aware and knowledgeable of Native American culture especially as it relates to student and early career experiences in the field of psychology. It is expected that the mentee will benefit from this program by engaging in a relationship with a mentor that can reinforce Native culture, knowledge and values in decision making processes, research, psychological practice and navigating one’s career. Outcomes should not focus solely on the success of the mentee as an individual, but rather towards a strong Native American professional identity and restoration of a sense of interconnectedness, responsibility, and purpose (Native Americans in Philanthropy, 2016). A Native-Centered Mentoring Program is unique...

Differences between Western and Native American viewpoints on mentoring should be considered and are compared below as a general overview for reference (Boys & Girls Club of America, 2007).

### **Western Mentoring**

Diagnostic listening  
Focus on outcomes  
Focus on the experts  
Focus on action

### **Native American Mentoring**

Listening for understanding  
Focus on the journey  
Focus on inner wisdom  
Focus on reflection

*Cultural Sensitivity:* It is expected that mentors are culturally sensitive to the unique diversity issues of Native Americans. It is expected that these issues be addressed within the mentorship relationship. [The Indigenous Lifecourse: Strengthening the Health and Well Being of Native Youth](#) is a great read for understanding diversity variables related to the development of Native American peoples.

A short list of challenges that Native Americans may face, by Melissa Wheeler.

- *Family obligations.* Some of us are obligated to care for younger siblings, children, and/or family members.
- *Financial obligations.* Some of us have to learn to balance school and work to help family financially. Financial burdens can affect stress levels throughout one's career.
- *First generation college students.* It is not only hard to be the first to leave the reservation/home but also harder to try and explain to family members the issues of college life and living off the "rez" or away from home. Being a first generation college student means exploring the unknown without the wisdom of family members to help navigate the educational and career journey. If you are unfamiliar with the first generation college student experience refer to [First Generation College Students: A Literature Review](#) as many Native Americans are the first in their families to attend college.
- *Isolation.* Sometimes it is hard to find support especially in a new town, state, and school/job. It can be difficult to find balance in the challenge of living in two worlds (i.e., your cultural norm and professional role).
- *Lack of access to cultural events.* Being away from your home, language, people, & ceremonies can be spiritually hard for a traditionally raised student. This is especially important when stressors arise and there is limited access to tribal customs to help cope.

Mentors are encouraged to identify situations involving first generation college experiences, culture clashes, discrimination, oppression, and/or internal conflict and bring this to awareness for discussion.



*Strengths-Based:* It is expected that discussions involving the experiential realities of members from a historically marginalized group be approached with a strengths-based perspective. Hardships are important to discuss and the way we discuss them can make the difference. Mentors are encouraged to review [Principles of Strength-Based Practice](#).

*Self-Reflection:* Strive for self-awareness and have a respectful and humble attitude toward the mentorship relationship and mentorship program. Be mindful of one's biases, limitations, and areas of weakness in regards to your interactions in the mentorship relationship. Be mindful of your expectations to maintain realistic goals and expectancies. As a mentor, mindfulness of your experiences and level of disclosure is important in order to refrain from assuming, insisting, and/or unintentionally sending the message that your mentees experience and outcomes will be similar to yours. Use the resources provided to enhance program experience, mentorship relationships and mentor skills. Consult the SIP community when necessary. Consider your level of involvement in the SIP community. Increased engagement may help familiarize yourself with SIP resources available to you within the community.

*Respect:* Engage in this relationship as a practice of mutual respect. This is not a one-way relationship. Both mentors and mentees benefit from a mentorship relationship. Remember that each one of you come together with your own resources of knowledge, wisdom, experience, and expertise. It is important to refrain from exploiting your mentor/mentee in any way. Remember not to assume and ask before obligating one another beyond the expectations outlined in the program expectations.

Summary of Resources:

- [Principles of Strength-Based Practice](#)
- [First Generation College Students: A Literature Review](#)
- [The Indigenous Lifecourse: Strengthening the Health and Well Being of Native Youth](#)

# Mentorship Program Agenda

## Timeline

August:	Recruitment
September:	Mentorship Matches & Handbook Disbursement
Early October:	E-mail to schedule October Introductory Video Chat Meeting
Mid/late October:	Introductory Video Chat Meeting
November:	“In between” follow up contact
December:	“In between” follow up contact
January:	2 <sup>nd</sup> Video Chat Meeting
February:	* <i>Mentee Webinar</i>
March:	“In between” follow up contact
April:	3 <sup>rd</sup> Mentorship Video Chat Meeting
May:	Mentors follow up with mentees regarding SIP travel plans * <i>Mentee Webinar</i>
June:	SIP Retreat & Conference Mentorship Activities <ul style="list-style-type: none"><li>➤ Meet &amp; Greet</li><li>➤ Social Hour</li><li>➤ Mentorship Round Tables</li><li>➤ Mentorship Program Closing Ceremony</li></ul>

# Video Chat Resource Guide

By Melissa Wheeler, MA

There are various video chat programs available for use. You and your mentor/mentee can decide which program works best for you based on availability and familiarity. The following are free programs you can use with instructions for use. Be sure you know how to use the video chat program of choice before your scheduled video chat.



## Skype

### What do you need?



You can make conference calls using Skype, but the number of participants depends if you are using a free or paid version. Just make sure you have the following:

- latest version of Skype
- webcam
- mic and speakers or a headset
- high-speed broadband connection (the faster, the better for more participants)

### How do you start a video conference?

- Find the person or group you want to call from your contact list, or use **Search**.
- Select the contact you want to call, and then...
- **Make a video call:** Select the video call button .
- At the end of your call, select the end call  button to hang up.

### How do I answer a Skype call?

If you are signed in to Skype, you can receive calls. You'll see an incoming call notification screen, tap or click the **call** button  to answer the call. If you don't want to answer it, tap the **end call** button  to decline. If you are offline and you have Voice Messaging activated, the caller will be able to leave a message, or you can set up **call forwarding to another number**.

## Zoom

- Once you have the Zoom app installed, tap the zoom application icon on your device to open.
- Once the Zoom app is open, you can choose to Sign In or Join a Meeting (Meeting ID is usually given by the person who scheduled the meeting).
- Once you are signed in, you will be able to host, schedule, and join meetings.
- Selecting "Join a Meeting" will prompt you to enter the Meeting Id of the meeting you are trying to join.
  - (If you received an invitation link, tap on the link to join or type meeting ID to join)
- Add or View Contacts, click Contacts icon to view your contacts. Click (+) sign to add contacts.

# Mentorship Introductory Meeting Guide

As your video chat meeting date approaches be sure you are familiar with the agreed upon video chat application. Make sure your Internet connection is stable at the location you will be during the agreed upon date and time, as to not disrupt the limited time you have with your mentor/mentee. The following is a guide of topics for both, mentee and mentor, to share. Topics are intended to help the of two you get acquainted personally and professionally as well as help meet the goals of the program. If there are additional topics that may not be included in this guide, please be sure to bring them up during your meeting with your mentee/mentor and to the program committee as suggestions.

## *Introductions*

- Preferred name to be called. (First name/Dr./nickname)
- Origins/current living status.
- Tribal Affiliations.
- Family history/dynamics.
- School/Work.

## *Mentorship Program*

- Inspiration for participation in this mentorship program.
- Previous experience with mentorship.
- Discuss time commitments/availability.
- Options for “in between” contact and frequency.
- Best method for “in between” communication (e.g., email, text, phone).
- Discuss goals of this mentorship program and how they may align with mentor/mentee experiences, expectations and mentor expertise. (Refer to pg. 5 Mentorship Program Goals)

## *Identify goals*

- Mentee upcoming milestones. (e.g., Comps, dissertation/research, EPPP, graduate school/career plans, tenure)
- Current difficulties/stressors.
- Anticipated stressors.
- Identify at least 3 goals to follow up on with mentee.
- Something you’re both looking forward to.

## *Closing*

- Set a date for the next formal video-chat meeting.
- Agree on the form of “in between” communication. (e.g., phone, text, email).
- Summarize the main topics to follow up on.

## **Program Evaluation Methods**

The success of the SIP Mentorship Program is important to us! So we are expecting to hear from you regarding your mentorship experience as a mentee and mentor. We would appreciate honest and critical feedback through program evaluations and by email throughout the year.

Success of the program will be measured by the accomplishment of the stated program goals: (1) Support, (2) Well-being, (3) Positive Space, (4) Cultural Empowerment, and (5) Leadership. Your feedback is important for setting priorities, goals, and improving the development of this program. We will want to hear about your experiences with mentorship video chats, “in between” follow up contacts, and webinars provided by the SIP Mentorship Committee as well as the quality of relationships formed, opportunities and challenges of mentorship, and suggestions for feature consideration.

The SIP Mentorship Program Evaluation Committee will be in touch with you soon. Please expect to hear from Jamie Ramsey, PhD and Melissa Wheeler, MA. Please feel free to send them an email with suggestions and or concerns at any time throughout the year. We'll be in contact soon!

## Contact list

Mentorship Chair: Anita Mihecoby, PhD

E-mail: [drmihecoby@gmail.com](mailto:drmihecoby@gmail.com)

Video Chat Resource Manager: Melissa Wheeler, MA

For help or questions with video chat programs.

E-mail: [melissa.wheeler@und.edu](mailto:melissa.wheeler@und.edu)

Program Evaluation Coordinator: Jamie Ramsey, PhD

For program suggestions or concerns.

E-mail: [Jamie.Ramsey@ihs.gov](mailto:Jamie.Ramsey@ihs.gov)

SIP Retreat & Conference Director: Melissa Tehee, PhD, JD

For questions about the SIP retreat and/or conference.

E-mail: [melissa.tehee@usu.edu](mailto:melissa.tehee@usu.edu)

2017-2018 Society of Indian Psychologist President: Gayle Morse, PhD

For questions or concerns for the Society of Indian Psychologist organization.

Email: [morseg@sage.edu](mailto:morseg@sage.edu)



## References

- Boys & Girls Club of America. (2007). Best practices: Mentoring Native youth. Found at [http://www.naclubs.org/images/stories/PDF/BestPractices\\_MentoringNativeYouth.pdf](http://www.naclubs.org/images/stories/PDF/BestPractices_MentoringNativeYouth.pdf)
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## Featured Resources

- [Principles of Strength-Based Practice](#)
- [First Generation College Students: A Literature Review](#)
- [The Indigenous Lifecourse: Strengthening the Health and Well Being of Native Youth](#)