

S.T.A.N.D with your mentee



This resource is intended to guide mentors in supporting a mentee after an incident involving micro- and macro-aggressions.

Typographic Poster | Credit: Artist, Katherine Kelly

S - Show support

- Provide unwavering emotional and practical support^{1,2}
- Create a safe and non-judgmental space where they can freely express themselves^{3,4}
- Actively listen, validate their emotions and offer empathy²

T- Therapeutic resources

- Assist your mentee in accessing appropriate therapeutic resources to aid in their healing
- Help them find <u>counseling services</u>, support groups, or mental health professionals who specialize in psychological trauma and racial healing⁵

A - Advocacy

- Empower your mentee to become their own advocate and stand up against injustices
- Educate them about their <u>rights</u> and available support systems 1,3,5,6
- Encourage them to <u>speak out</u> against discrimination

N - Network

- Connect your mentee with a supportive <u>network</u> of individuals who have faced similar challenges⁷
- Facilitate mentorship opportunities, introduce them to relevant professional associations, or connect them with community organizations focused on racial equity and social justice ^{1,4,8,9}

D - Develop resilience

- Provide them with tools and strategies to cope with the effects of abuse, racism, and microaggressions
- Foster a growth <u>mindset</u> and encourage them to set realistic goals that promote personal growth and empowerment







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Helpful resources:

Therapeutic resources:

A Guide to Finding Therapy for People Dealing with Trauma:

https://www.uhn.ca/PatientsFamilies/Health_Information/Health_Topics/Documents/Guide_to_Finding_The rapy_for_People_Dealing_with_Trauma.pdf

The Ontario Psychotherapy and Counseling Program and Referral Network:

https://referrals.psychotherapyandcounseling.ca/

Advocacy:

Human Rights at Work 2008 - Third Edition - Grounds of discrimination: definitions and scope of protection

https://www.ohrc.on.ca/en/iii-principles-and-concepts/3-grounds-discrimination-definitions-and-scope-protection

Filing claims of discrimination

https://www.ohrc.on.ca/en/filing-claims-

discrimination#:~:text=The%20Human%20Rights%20Tribunal%20of,%2D866%2D598%2D0322.

Network:

The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education https://capdhhe.ca/

Developing resilience:

Did you really just say that? Advice on how to confront microaggressions, whether you're a target, bystander or perpetrator - American Psychological association

https://www.apa.org/monitor/2017/01/microaggressions

Damaged, discouraged and defeated? How mindset may offer hope for healing by Dr. Michael D. Wolcott

https://doi.org/10.1111/medu.14740

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