Mentoring Matters in Public Health

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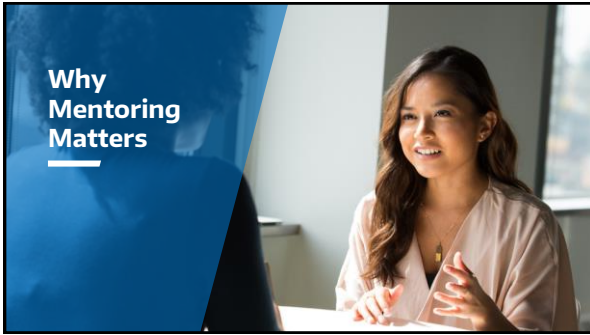hot topics in practice
www.nwcphp.org/hot-topics

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Question for the Viewers

Describe your organization's
involvement with mentoring programs:

A. We have a formal mentoring program

B. We have informal mentoring

C. We are currently looking into setting up a mentoring program

D. We do not have any mentoring programs, but want to start building mentorship skills

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Why Mentoring Matters

Determining the Design

Equity in Action

Why Mentoring Matters

Project Background

Goal:
Create a mentoring resource responsive to the needs of a diverse Public Health workforce

Focal areas:
- Structured mentoring
- Informal mentoring
- Relevance to young professionals

Inspiration:
Personal and professional experience with public health mentoring

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Recent PH WINS Data

Key findings from the deBeaumount Foundation's Public Health Workforce Interest and Needs Survey (2017):

When and how to leave:

22% — Plan to **retire** within 5 years

25% — Plan to **leave** within 1 year

Motivations for leaving:

Lack of Advancement	Workplace Environment	Job Satisfaction	Lack of Support
40%	31%	26%	26%

A Moment for Mentoring in Public Health

Questions for Public Health Administrators:

- Where there is greater interest in public health service, how might you seize the moment?

- Who will guide younger professionals to move from passion to practice?

- In the long-term, how do you retain and continue to develop this talent?

The COVID-19 pandemic represents a galvanizing moment for young people entering the public health field in areas of high demand, like contact tracing.

Determining the Design

Key Informant Interviews

Based on feedback from public health professionals in the Northwest Region, we learned that professionals seek the following from a mentoring course:

- Relatable examples from actual departments

- Specific documents and templates used in formal mentoring

- Plenty of opportunities to 'practice' mentoring as a skill

- Representation for communities traditionally excluded from public health leadership
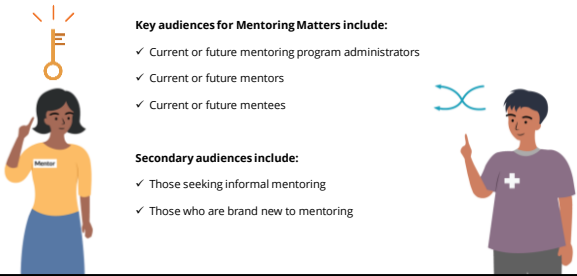
Mentoring Matters: The Course

Reasons for building a public health mentoring e-learning course:

✓ Respond to what public health practitioners have said they wanted

✓ Develop an all-inclusive organizational resource for mentoring

  ▪ Reach larger organizations exploring complex, formal mentoring programs

  ▪ Reach smaller organizations wishing to pilot programs at a smaller scale

✓ Meet the public health practice community where they are—and *look ahead*

  ▪ Deliver to programs and participants (administrators, mentees, and mentors) holistically

  ▪ Provide equity-centered perspectives and resources

  ▪ Appeal to newer, younger audiences

Multiple Perspectives on Mentoring

Key audiences for Mentoring Matters include:

✓ Current or future mentoring program administrators

✓ Current or future mentors

✓ Current or future mentees

Secondary audiences include:

✓ Those seeking informal mentoring

✓ Those who are brand new to mentoring

Mentoring Program Administrators

Department directors, HR specialists, and any **creative program staff** can become public health mentoring program administrators

Administration were able to collect some important details about what to improve in the mentorship.

After meeting with the mentee, administration discovers that structure and goal-setting were two of their main concerns. They learn that the mentor was very eager to start mentoring, but having never done it before, needed some advice for structuring the relationship.

Administration provides the mentor and mentee with an Individual Development Plan.

Will the initial match survive?

Continue

Sample content from the NWCPHP's Mentoring Matters course.

Making Mentors

Mentors can engage directly with a variety of mentoring activities, including Individual Development Plans

IDPs

Individual Development Plans

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Sample interactive content from the NWCPHP's Mentoring Matters course.

Mentees to Be

Mentees at **all stages of their mentoring journey** can benefit from this course, including early career professionals, those seeking a career change, or career growth:

Early Career Professionals

Career Change

Career Growth

Question for the Viewers

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My organization needs to focus mostly on equity-centered resources for:

A. Program administrators
B. Mentors
C. Mentees
D. All of the above
E. Other (please type in chat)

Equity in Action

Reading the Data, Centering Equity

In her review of the PH WINS data, Katie Sellers, DrPH highlighted **four critical findings from the data** that emphasize the need to incorporate more equitable workforce development goals:

1 The PH workforce doesn't reflect the population it serves.

2 Underrepresented members of the Public Health workforce are leaving.

3 Wage gaps are increasing for women and people of color in Public Health.

4 Public Health workers feel that health departments are failing the goal of health equity.

## Practicing Collaborative Mentorship

Rather than reinforcing hierarchies and heightening miscommunication, Collaborative Mentorship approaches seek more equitable relationships:

Traditional Mentorship Framework   **Collaborative Mentorship Framework**

Mentoring Mindfully

Resources that encourage mindful mentorship, such as implicit bias tests from Harvard University's *Project Implicit*, are an excellent professional development tool
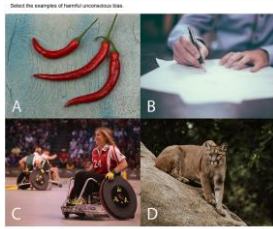
Sample content from the NWCPHP's Mentoring Matters *course.*

Managing Up

Originating in the corporate world, the *Managing Up* model was adapted by Judy Zerzan, MD, MPH for mentees working in health-specific settings

Sample content from the NWCPHP's Mentoring Matters *course.*

Key Takeaways

How can you ensure that mentoring truly matters for your organization?

✓ Invest in mentorship to prepare for and meet the big changes happening in public health

✓ Use mentoring models that work best for your organization -- be they big, small, formal, or informal

✓ Make equity, diversity, and inclusion a priority in your mentoring program design

✓ Make use of creative training opportunities, especially those that leverage the strengths of all stakeholders in mentoring relationships

A Chat with Jackie Litzau

Allene Mares

Jackie Litzau

QUESTIONS?

To ask a question, please click the [icon] icon in the Zoom toolbar to open your Q&A Pod.

Resources

Mentoring Matters
Northwest Center for Public Health Practice
https://www.nwcphp.org/training/mentoring-matters

Individual Development Plans
Individual Development Plan Template
https://www.nwcphp.org/sites/www.nwcphp.org/files/training/Sample_Individual_Development_Plan.docx

Project Implicit
Harvard University – Health Bias Tests
https://implicit.harvard.edu/implicit/user/pih/pih/index.jsp

Managing Up for Mentees
Managing Up Checklist
https://www.nwcphp.org/sites/www.nwcphp.org/files/training/Sample_Managing_Up_Checklist.docx