

# **Back to the Future: Understanding How Your Mentoring Lineage Affects Your Application of DEI Today to Increase Culture Competency**

By

Dr. Gabe Veas - The Los Angeles School of Mentorship

## **I. Outline**

### **A. Introductions**

### **B. Background of the Problem1**

1. Positive Mentors
2. Negative Mentors
3. Nuanced Mentors

### **C. Brief Literature Review**

1. Adult Learning Theory
2. Genograms
3. Diversity Equity Inclusion

### **D. Framework**

1. Mentoring Lineage - Analyzing the Relationship
  - a. Who
  - b. What
  - c. When
  - d. Where
  - e. Why
  - f. How

### **E. Application**

1. Straight A's of Mentoring: Words & Actions
  - a. Advice
  - b. Accountability
  - c. Affirmation
  - d. Advocacy
  - e. Assistance
  - f. Assignments
  - g. Associations

### **F. Conclusion**

### **G. Questions, Answers, Comments**

## **II. Engagement**

### **A. Materials**

#### 1. Handouts

Participants will receive two handouts which provide a visual layout for the following concepts:

- a. Mentoring Lineage
- b. Straight A's of Mentoring

### **B. Activities**

#### 1. Genogram

- a. Participants will visually map out their past and current mentoring relationships through the use of a genogram. A genogram is a graphic way of organizing information gathered by social workers and psychologists in order to find patterns that gauge a person's context and reality.
- b. Participants will reflect on their genograms and learn about what others have created in order to develop a plan of action moving forward to promote healthy mentoring relationships.

### **C. Role**

#### 1. Practitioner & Scholar

Dr. Gabe Veas will be the facilitator of this session discussing his experiences with the concepts addressed.

### **D. Methodology**

This dynamic, artistic presentation will utilize graphics such as figures, photos, and genograms to help participants visualize concepts and understand stories. Song lyrics that address the influence of mentors on protégés will also be used to convey the emotional tone of this type of relationship.