

# IDENTITY RELEVANT MENTORING\*

Diversity of experience, culture, and perspectives within our campus community and beyond, enriches the academic, cultural, and social spheres at the University of Iowa. However, diversity alone is not enough. Equity and inclusion must also be placed at the forefront of all personal and professional efforts, including mentoring. Being aware of your own potential biases is the first step towards more inclusive mentoring practices; the second is actively working to reduce them through open, active, and consistent dialogue, study, listening, advocacy, and reflection. Building a sense of connectedness and belonging with your mentee is tied to essential outcomes such as well-being and motivation.

Several intersectional factors, such as gender, sexuality, race and ethnicity, disabilities, age, socioeconomic background, and national origin may shape how a mentee approaches a mentoring relationship. However, bear in mind that no two people will have identical lives - it will be through deeper conversations with your mentee that you truly learn about their experiences and thoughts. By approaching mentorship without assumption, you will be able to create a deeper, more personal relationship.

The non-exhaustive list of diversity, equity, and inclusion campus resources below is a good place to start if you have further questions about how you may approach identity relevant mentoring as an active practice. They are also a good place to start if your mentee expresses a desire for identity-specific environments or assistance.

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## Diversity Resources Unit

The Diversity Resources Unit helps to shift and maintain a University of Iowa campus culture that is more inclusive, welcomes diversity, and increases dialogue across differences. They offer in-person and virtual diversity, equity, and inclusion training and educational events.

**Phone:** (319) 353-2388

**Email:** [diversity-resources@uiowa.edu](mailto:diversity-resources@uiowa.edu)

**Website:** [diversity.uiowa.edu/diversity-resources](https://diversity.uiowa.edu/diversity-resources)

## Center for Diversity and Enrichment (CDE)

The CDE provides pre-college student development, assistance with facilitating the enrollment process, academic coaching, and programs and activities that support the ability of historically marginalized, first generation, and students who come from low socioeconomic backgrounds to thrive and succeed at the University of Iowa. Programming is offered to enhance the cultural, social, and academic experiences of students.

**Phone:** (319) 335-3555

**Email:** [cde@uiowa.edu](mailto:cde@uiowa.edu)

**Website:** [diversity.uiowa.edu/cde](https://diversity.uiowa.edu/cde)

\*Adapted from UNL and Relationship Rich

## **Multicultural and International Student Support and Engagement (MISSE)**

MISSE is committed to supporting student success on the University of Iowa campus through planned activities at the four UI Cultural and Resource Centers, annual diversity programs, and student organization events.

**Phone:** (319) 335-3263

**Website:** [multicultural.uiowa.edu](http://multicultural.uiowa.edu)

## **International Student and Scholar Services (ISSS)**

International Student and Scholar Services of the University of Iowa provides leadership in international education and intercultural learning through services to international students and scholars, their dependents, the University, and the surrounding community. ISSS enhances the academic, cultural, and social pursuits of students and scholars through exceptional immigration and personal advising as well as outstanding cross-cultural programming and training.

**Phone:** (319) 335-0335

**Email:** [iss@uiowa.edu](mailto:iss@uiowa.edu)

**Website:** [international.uiowa.edu/iss](http://international.uiowa.edu/iss)

**Coordinator, International Student Support and Engagement:** Shuhui Lin

**Phone:** (319) 335-3059

**Email:** [shuhui-lin@uiowa.edu](mailto:shuhui-lin@uiowa.edu)

## **Afro-American Cultural Center**

Known as the Afro House, this space provides a supportive and inclusive environment and programs that empower students, faculty, staff, and community members to excel in their endeavors, stretch themselves to experience diversity, engage in activism, make positive choices, and serve their communities.

**Phone:** (319) 335-8296

**Email:** [aacc@uiowa.edu](mailto:aacc@uiowa.edu)

**Website:** [multicultural.uiowa.edu/culturalcenters/afrohouse/](http://multicultural.uiowa.edu/culturalcenters/afrohouse/)

**Coordinator, Afro-American Cultural Center:** Shalisa Gladney

**Phone:** (319) 384-2084

**Email:** [shalisa-gladney@uiowa.edu](mailto:shalisa-gladney@uiowa.edu)

## **Latino Native American Cultural Center (LNACC)**

The LNACC is a space to develop and foster a sense of belonging where students can authentically engage with their personal, academic, cultural, emotional, and spiritual identities in a safe, trusting, loving, non-competitive, non-judgmental, yet challenging space.

**Phone:** (319) 335-8298

**Email:** [lnacc@uiowa.edu](mailto:lnacc@uiowa.edu)

**Website:** [multicultural.uiowa.edu/culturalcenters/lnacc/](http://multicultural.uiowa.edu/culturalcenters/lnacc/)

**Coordinator, Latino Native American Cultural Center:** Isabela Flores

**Phone:** (319) 467-4557

**Email:** [isabela-flores@uiowa.edu](mailto:isabela-flores@uiowa.edu)

## **Asian Pacific American Cultural Center (APACC)**

The APACC serves as a center for Asian American and Pacific Islanders at the University of Iowa to have a space to interact with other minority students and to enhance their educational experience at Iowa.

**Phone:** (319) 335-2719

**Email:** [apacc@uiowa.edu](mailto:apacc@uiowa.edu)

**Website:** [multicultural.uiowa.edu/culturalcenters/apacc/](http://multicultural.uiowa.edu/culturalcenters/apacc/)

## **Pride Alliance Center**

The vision of the Pride Alliance Center (Pride House) is to support student success and holistic wellness by providing a nurturing and affirming space for our LGBTQ students. The Pride House is a space for students to authentically exist and engage with their peers and UI community.

**Phone:** (319) 335-7123

**Email:** [pride-alliance-center@uiowa.edu](mailto:pride-alliance-center@uiowa.edu)

**Website:** [multicultural.uiowa.edu/culturalcenters/pridehouse/](http://multicultural.uiowa.edu/culturalcenters/pridehouse/)

**Coordinator, Pride Alliance Center:** Emma Welch

**Phone:** (319) 335-2305

**Email:** [emma-welch@uiowa.edu](mailto:emma-welch@uiowa.edu)

## **Student Disability Services (SDS)**

SDS serves the University of Iowa's commitment to Diversity, Equity, and Inclusion by providing support and academic accommodations for students with disabilities. SDS collaborates with students, faculty, and staff to create an accessible educational environment for all. SDS welcomes, encourages, and empowers students. SDS builds awareness of issues related to accessibility within the University of Iowa community.

**Phone:** (319) 335-1462

**Email:** [sds-info@uiowa.edu](mailto:sds-info@uiowa.edu)

**Website:** [sds.studentlife.uiowa.edu](http://sds.studentlife.uiowa.edu)