

# Diversity, Equity, & Inclusion in Molecular Pathology

An online learning & membership engagement series  
from the AMP DEI Working Group

Boosting Your Research Journey with  
Mentors & Champions

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# Learning Objectives

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- Provide guidance for advancing specific career pathways (e.g., finding mentors, sponsors, scholarships, networking).
- Role of AMP in helping its members network and connect with role models, mentors, and champions.





# **Boosting Your Research Journey with Mentors & Champions**

Tracy Costello, PhD

# Mentors or Champions?



What is the difference?



Which do we need?



# Good Mentors and Champions

- Ask questions that don't always have easy answers
- Train and practice giving and receiving honest, productive feedback
- Formality (agendas) can keep meetings on task
- Set goals and track progress
- Have empathy
- Advocate for you and your success







# Mentoring is good for mentors too!

- Enhances their leadership, coaching, management skills
- Increases their job satisfaction
- Increases their self-awareness
- Expands perspectives, creative thinking, drives innovation
- Supports diversity and inclusion
- Strengthens communication networks
- Encourages knowledge sharing



How do we connect?

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What are your career aspirations or research goals?

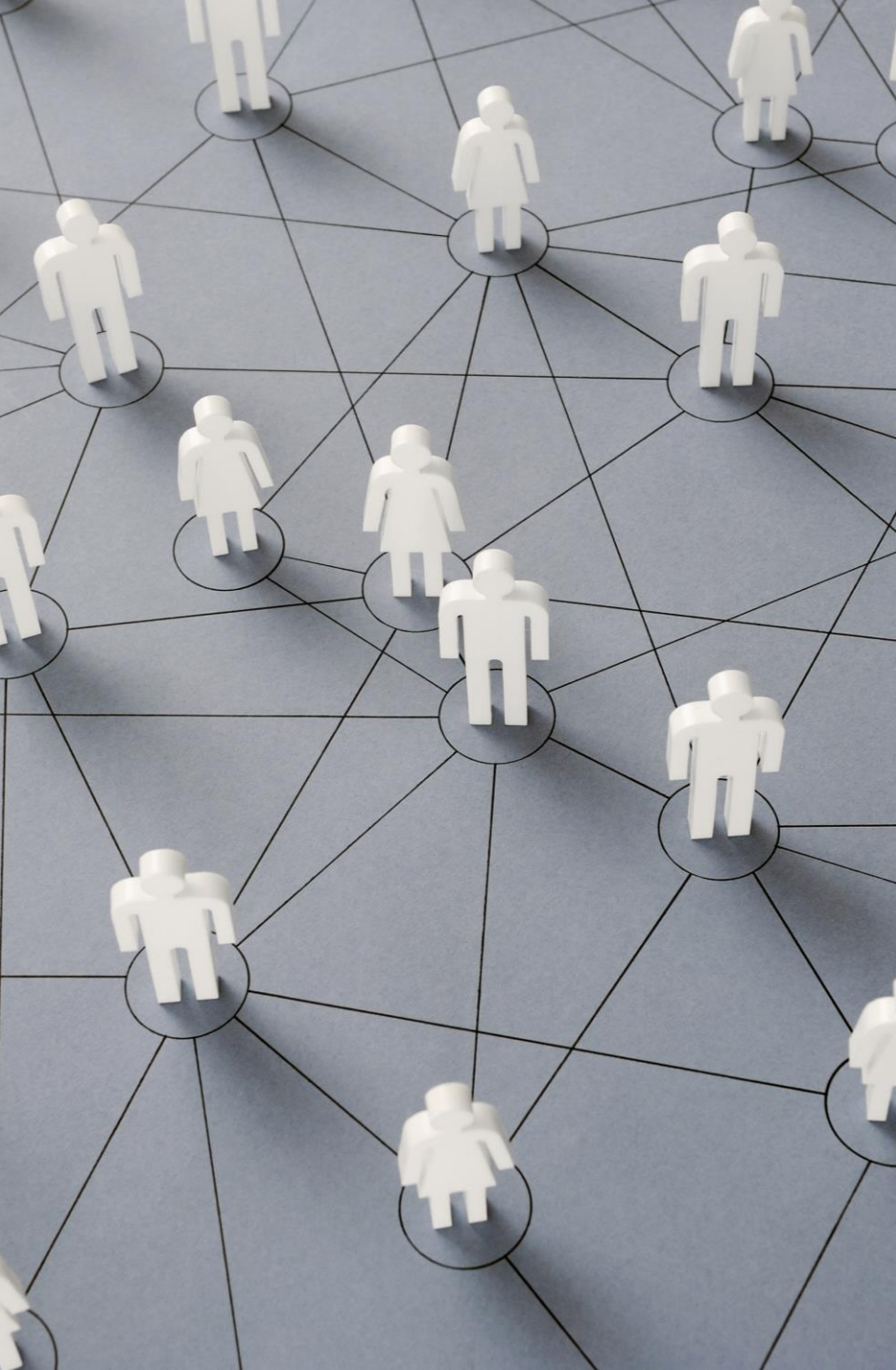
What type of mentor(s) can help you achieve these? Consider expertise, experience, leadership style, career stage



# Additional questions to consider

1. What is it that you really want to be and do (this year)?
2. What are you already doing that is helping you get there?
3. What are you not doing well that is preventing you from getting there?
4. What will you do differently tomorrow to meet those challenges?
5. Where do you need the most help?





# Prepare to connect to mentors

- Be able to communicate your WHY
- Identify Challenges
- Identify Conflicts
  
- Have clear questions that you need answers to
  
- Identify potential mentors who have knowledge, experiences, connections



# Resources to find mentors and champions



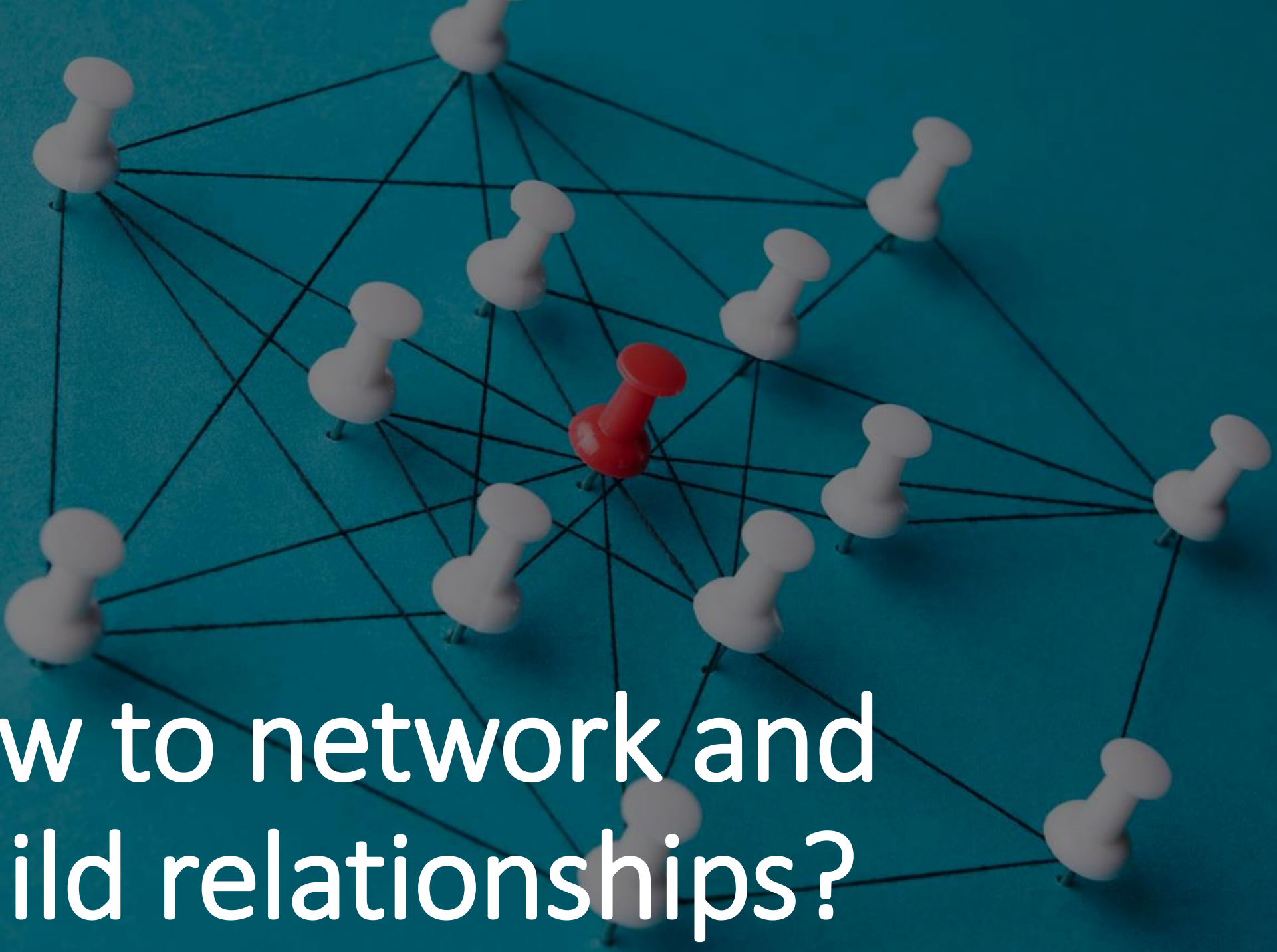
Professional Societies



Institutional Programs



Online Communities

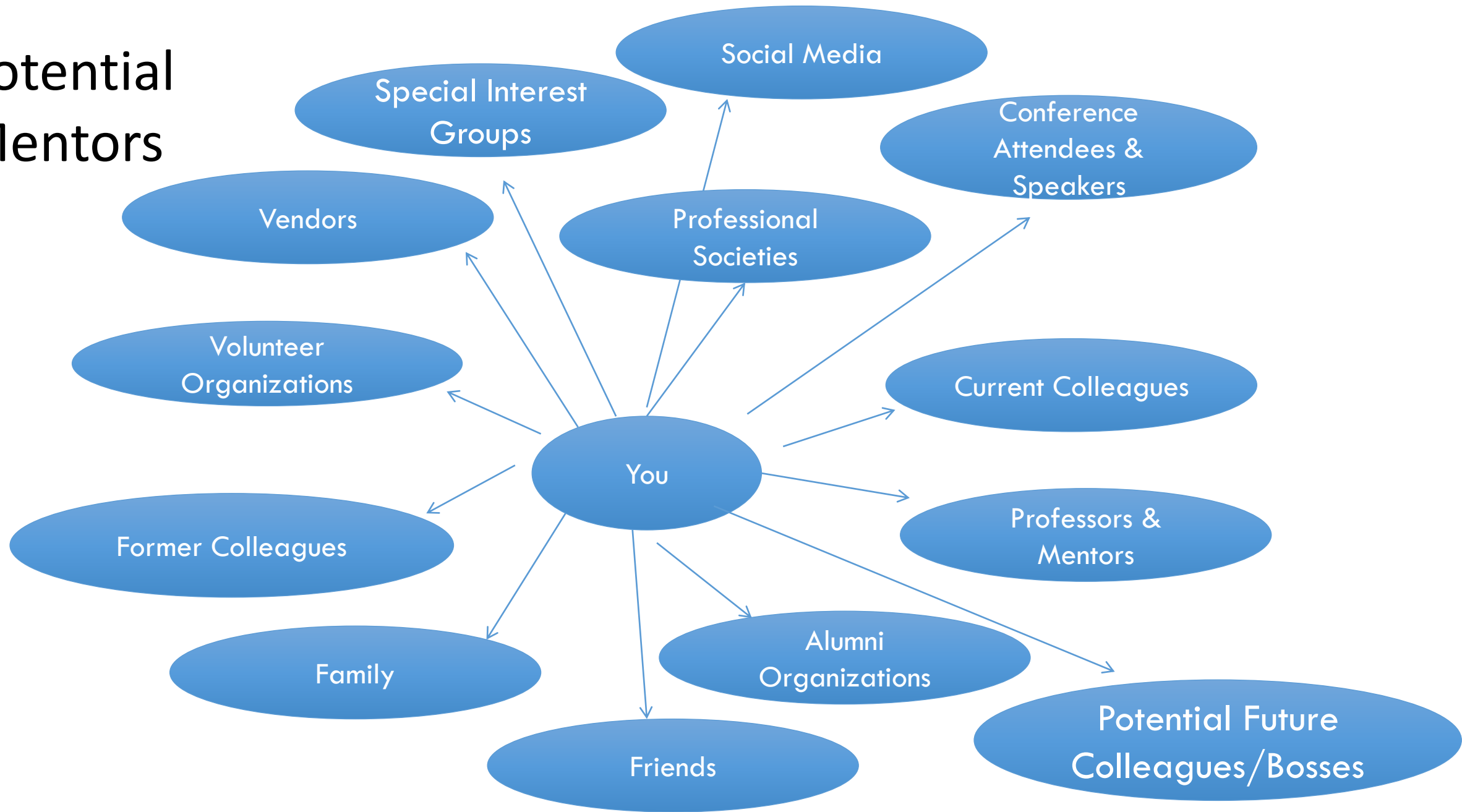


How to network and  
build relationships?





# Potential Mentors





# Reaching out to connect

- LinkedIn: 300 character message to connect
- Email: Be focused and succinct
  
- Request initial conversation
- Clearly describe your ask
  
- Prepare and ask questions
- Thank the mentor



# Example request

- *Engaging Introduction*

*Subject Line: Connection Request*

- Hi, Dr. Jones!
- I came across your name (through mutual connection / alumni network / etc...). Your career path / work / research topic / (something about them) is very interesting and I'd like to connect.
- OR I'm reaching out (insert something about your background that overlaps) and would like to connect.





# Example request

- *Your request*
- I would like to discuss (topic) with you and gain your insight about (broad question).
- OR You're a well-known expert in (skill) and I am working on developing in this area.
- OR My research/clinical work is expanding into a new direction and your expertise in this area could help guide my project and/or professional growth.
- (Bonus: I want to learn \_\_\_\_\_ )



# Example request

- *Your request*
- I'm considering a career shift into (or opportunities in) this sector and I would like to connect.
- OR I'm currently working at (insert place or role) but I have an interest in (insert new career path).
- OR As I have (researched / connected with colleagues), I am more interested in this career path as an opportunity for growth.
- (Bonus: I ... ) want to learn



# Example request

- *The Closing*
- *This first message can simply be connection. It does not have to be anything more than that!*
- I can meet you for coffee or at your office or wherever it is convenient. I am flexible and happy to work around your schedule.
- Would it be possible for us to meet?
- Sincerely,
- (Your Name)

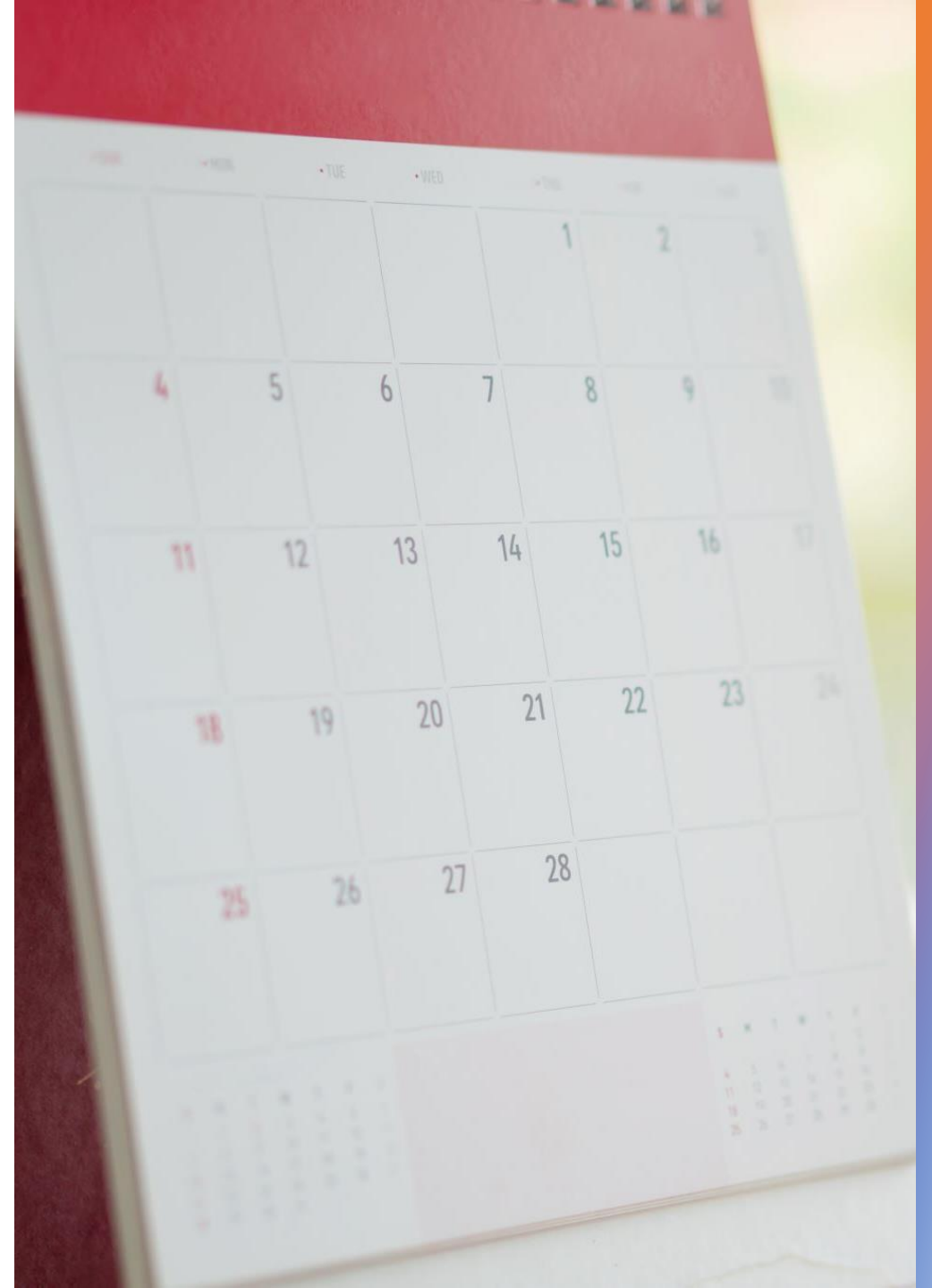




What if you met  
someone months  
ago and you didn't  
follow up?

# Following up / Alternative request

- We met a few months ago at ...
- My professional focus has shifted and I remember our conversation about (topic). I would greatly appreciate time to connect and hear your current insights about (broad topic)
- I came across an opportunity on (website) that caught my eye...
- ...wonder if we can talk about it?
- (Closing... In either case, thank you again for your time!)
- (Closing... If you are unavailable, is there anyone else you recommend I speak with?)



# Mentor Meetings: Important Interpersonal Skills



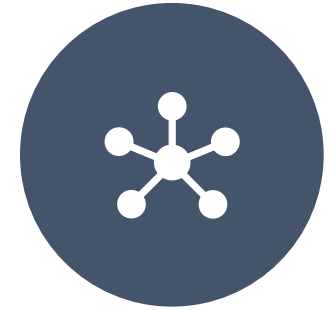
ACTIVE LISTENING



CLEAR  
COMMUNICATION



ASKING INSIGHTFUL  
QUESTIONS



BUILDING  
CONNECTION



# Building Successful Mentoring Relationships

- Set clear expectations
- Engage in regular communication
- Respect their time, resources, energy
- Establish trust
  
- Have **MULTIPLE** mentors





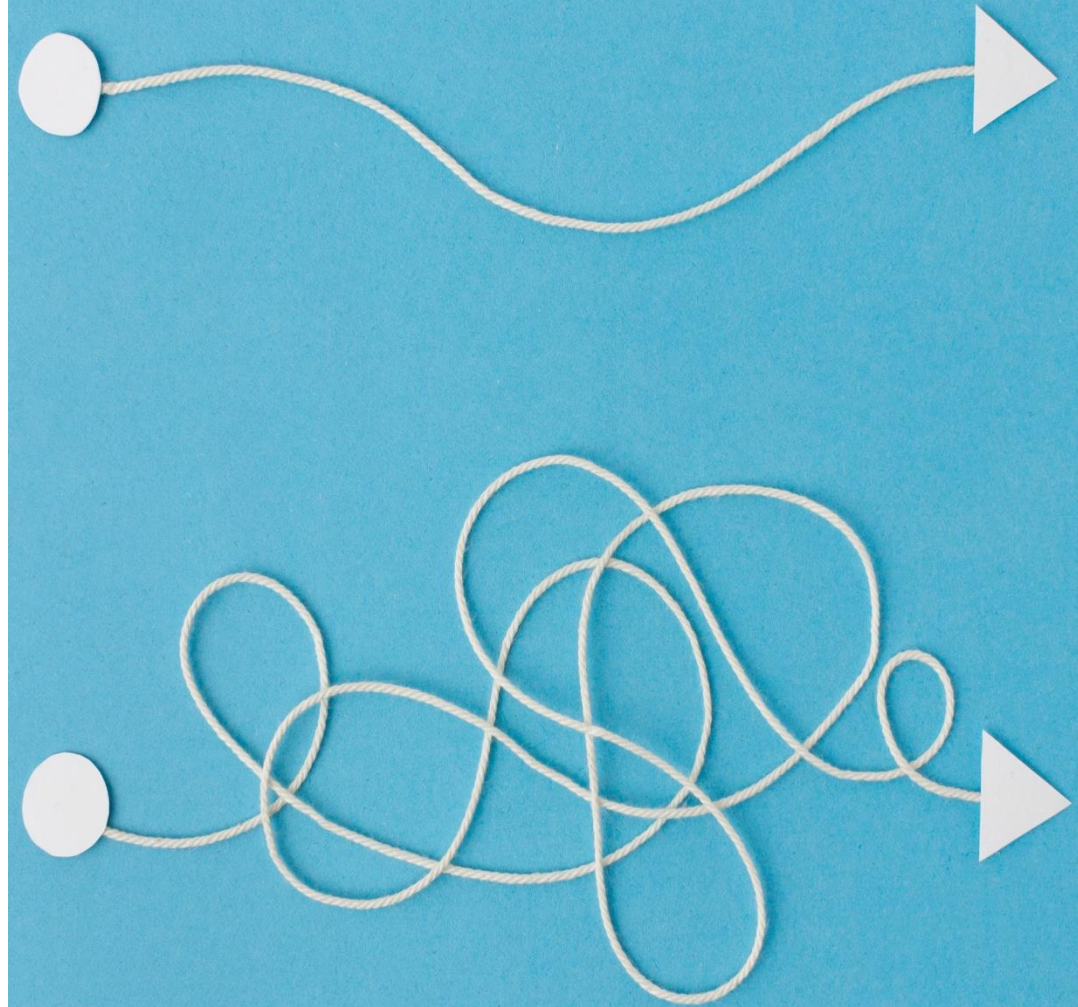
# Feedback is a GIFT

- Be willing to receive feedback
- Be coachable
- Seek clarification
- Reflect
- Prioritize
- Identify needed resources

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## *Moving forward!*

- What are 3 things you learned?
- What are 2 things you want to learn more about?
- What is 1 action you will take?
- Feel free to connect:  
[linkedin.com/in/tracycostello](https://www.linkedin.com/in/tracycostello)





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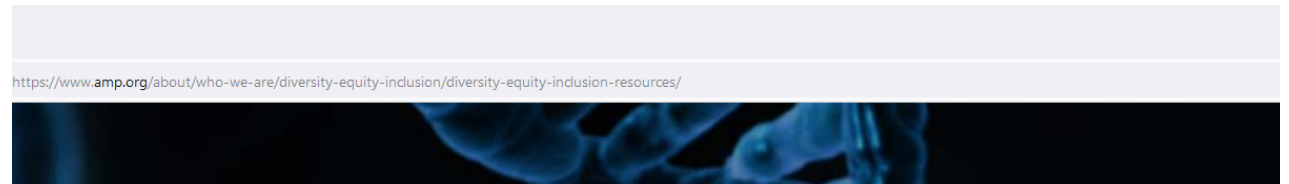
# Q&A

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# Upcoming Webinars

More webinars coming in 2024!

For additional information, please visit the AMP Diversity, Equity & Inclusion Resource Webpage



[President's Welcome](#)

[Who We Are](#)

[Board of Directors](#)

[Executive Committee](#)

[Diversity, Equity & Inclusion](#)

[▶ Diversity, Equity & Inclusion Resources](#)

[25 Years of Innovation](#)

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## Diversity, Equity & Inclusion Resources

AMP has assembled a list of available resources on diversity, equity, & inclusion. This page will change as new information becomes available. Check back frequently for updates. Please send suggestions for additional resources to [dei@amp.org](mailto:dei@amp.org).

### AMP

- [AMP DEI Working Group](#)
- [AMP Statement on Dobbs v. Jackson Women's Health Organization](#) (August 2022)
- [AMP 2022 DEI Goals](#)
- [Overview of Recent AMP DEI Efforts](#) (April 2022)
- [AMP's Strategic Pillars and Existing Alignment with DEI - A Strong Foundation](#) (From February 2022 Action Plan)
- [AMP Letter: Fostering Forward Movement Against Racism and Inequality](#) (June 2020)
- In-person DEI Member Engagement Events
  - [DEI Working Group Networking Luncheon](#); hosted by the AMP DEI Working Group (November 2022)
    - **Handouts:** [Roundtable Discussion Questions](#) (PDF); [Unconscious Bias Activity Sheet](#) (PDF)
- Virtual DEI Member Engagement Events
  - [Reversing the Gender Leadership Gap: Taking Action for Meaningful Change with Dr. Jennifer Hunt](#) (March 2022)

### American Society of Hematology (ASH)

Watch complimentary sessions on DEI and maternal health care from the 64th ASH Annual Meeting! As part of [ASH's commitment to diversity, equity, and inclusion \(DEI\)](#), the Society has made a series of complimentary sessions on an array of DEI topics available on [ASH Academy On Demand](#). **Create an account at no cost to watch these sessions; ASH membership is not required.**

The sessions available include:

- [Defining Inequality and Root Causes of Health Inequities](#)
- [Strategies to Overcome Health Care Disparities](#)
- [Recognizing and Addressing Implicit Bias](#)
- [Overcoming Disparities in Career Development](#)
- [Strategies to Improve Diversity and Inclusion in Health Care and Industry](#)
- [Overcoming Lack of Diversity in Clinical Trials](#)
- [Women in Hematology Networking Dinner Presentation](#)
- [Grassroots Network Lunch](#)
- [Maternal Health in Hematology](#)



# Survey

Customer Satisfaction Survey

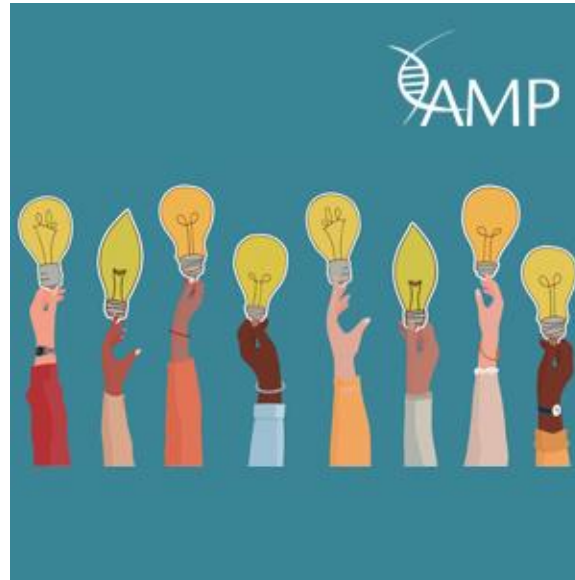
- 1. Please let us know how you rate our customer service
- 2. Location
- 3. Cost
- 4. Product
- 5. Staff
- 6. Value for money

What can we do to make it better?

Please take  
our survey



*Thank you for participating!*



Submit post-webinar questions? Email [DEI@amp.org](mailto:DEI@amp.org)