

CSQIEP Mentoring Program – Contract and Guidance for Mentees and Mentors

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MENTEES

Your mentor is assigned to you to help you with a set of professional issues that may arise in the course of obtaining an economics Ph.D. or working as a junior faculty member/researcher.

As a mentee, your responsibilities are as follows.

- Make clear to your mentor at the start of the arrangement what your goals are.
- Schedule and attend regular meetings with your mentor with specific questions or issues you want to address
 - Note: the onus of scheduling meetings should be on the mentee
- Examples of topics that are within the scope of mentorship include:
 - Professional Development
 - Finding an advisor
 - Making the transition to research
 - Advice on navigating the job market
 - Conferences
 - Network
 - Teaching
 - Service
 - Preparing for tenure
 - Research
 - Working on LGBTQ+ research topics
 - Finding and apply for grants
 - The publication process
 - Preparing for talks, etc.
 - Personal issues
 - Coming out (or not) as a graduate student or junior faculty member
 - How these choices interact with finding a job
 - Location vs. professional tradeoffs
 - Finding a community
- Understand that your mentor has a particular view (age/cohort/subfield/preferences/experiences) that may not always match your own
- Do not assume that your mentor will make connections for you (but do take advantage of any opportunities they do create)
- Remember that your mentor's time is very valuable, and that they are volunteering for this

You agree to follow the [AEA Code of Professional Conduct](#) and the [AEA Policy on Harassment and Discrimination](#). This includes avoiding unacceptable behavior such as, harassment (sexual or otherwise) and discrimination. Mentors agree to be bound by the same policies.

If you feel like you have been a victim of discrimination or harassment (in whatever context), we

encourage you to report the situation, which could be done anonymously, to the [AEA's Ombuds Team](#). The mentee, upon submitting the form, can indicate if they would like to discuss the situation with the Ombudsperson.

Limitations to the mentoring relationship

- Your mentor *is not expected* to read or edit your papers, collaborate with you on research projects, make introductions to well-known economists, and so forth. If they choose to do so, you should take advantage of the opportunity, but the objective of this particular form of mentorship is to help LGBTQ+ junior faculty or graduate students navigate an often-inhospitable profession, not research advising.
- We envision a limited amount of interaction (about 1 hour every 2-3 months). Of course, by mutual agreement, you may talk more or less often.
- Your mentor is not trained to assist you in ways that a therapist, counselor, or psychologist could. Therapy with a trained and licensed professional is beneficial for academics at all stages. Students should contact their health center for options. This [guide on how to find a queer-affirming therapist](#) may also be useful.
- Finally, please be mindful that a mentor may need to break confidentiality if there is a safety concern (e.g., plans for self-harm). The resources listed on the final page may be helpful if you are experiencing severe mental health concerns.

If you find that your mentor relationship is not working, there is a no-fault ability to end the relationship early. To do that, please simply reach out to us via email (lgbtq.plus.econ.mentoring@gmail.com) so that we can end the relationship and, if you request, reassign you. Your mentor will not be told why the relationship ended; the presumption will be that due to time constraints, the mentorship relationship became infeasible. Similarly, the mentoring relationship may be ended in a no fault way by the mentor or by the CSQIEP associated persons arranging this program. You will not necessarily receive any information about who initiated a change or why.

Email us with any questions or concerns at lgbtq.plus.econ.mentoring@gmail.com.

MENTORS

Your mentee is assigned to you based on matching their needs with your skills. You should meet them where they are, address what they think their needs are, and understand not everyone has the same views about being out, etc.

You should be available for regular meetings (at an agreed upon frequency; we recommend about 1 hour per quarter in addition to being available for unexpected questions or needs should they arise). You should provide mentoring on the topics they request. This is a professional relationship, and your obligations are to help them navigate issues of an often inhospitable profession. However, there are limitations to what is expected of you. You are not expected to make introductions to well-known economists, edit papers and so forth. Of course, if you choose to, we hope mentees will appreciate and take advantage of such opportunities.

Start by making clear what your and their roles are and what the expectations are (regular meetings, on which topics, goals). Then arrange regular meetings. When you meet, listen first, then advise. When you can, help make connections and open doors for them.

Familiarize yourself with the relevant materials from other mentoring groups linked to your mentees goals including here: <https://www.aeaweb.org/about-aea/committees/cswep/mentoring/reading>.

If your mentee's needs are incompatible with what you can provide, please bring it to our attention, so that we can reassign you and your mentee. If you find the relationship is not working, there is a no-fault ability to end the relationship early. To do that, please simply reach out to us so that we can end the relationship and, if you request, reassign you. Your mentee will not be told why the relationship ended; the presumption will be that due to time constraints, the mentorship relationship became infeasible. The mentee has the same option.

Be sure to serve as a role model in the profession in how you interact. This includes following the [AEA Code of Professional Conduct](#) and the [AEA Policy on Harassment and Discrimination](#).

We ask mentors to recognize that their mentees may have different goals, backgrounds, perspectives, and circumstances. To be concrete, some mentees are facing a tradeoff between having the job they want and being able to express their identity openly. It is unfortunate that this is a tradeoff for some economists, but it is also a reality. We believe it is not helpful to tell mentees what is the right thing to do when facing this tradeoff (e.g., that research and career should take precedence or, alternatively, that being "out" is paramount). Rather, we hope that mentors can listen, discuss the tradeoffs their mentees are facing, clarify what alternatives are available and provide support and encouragement. It is not the job of the mentor to tell their mentees what is the right course of action. We understand if you are not comfortable with these guidelines and would like to reconsider your participation in mentoring. You may let us know using the following email address: lgbtq.plus.econ.mentoring@gmail.com.

Keep your mentoring relationship confidential. Do not divulge any personal information that may identify a mentee in this program or as having a particular LGBTQ+ status. Ensure that your mentee understands that discussions with you are "safe" and will not be repeated (subject to the constraint that any concerns, e.g., plans for self-harm, could be reported, as discussed below). Confidentiality is very important, as some mentees are not (entirely) out and would benefit significantly from mentoring but could face substantial difficulties if they were outed. Information about your mentee can be disclosed if the mentee provides consent for that information to be disclosed.

During your interactions with your mentee, it is possible that they could disclose information that

makes you concerned about their well-being. If a mentee describes being a victim of harassment (sexual or otherwise) or discrimination, then we suggest that you do two things. First, point the mentee towards resources (e.g., a mental health line, see below) so that they can be supported. Second, the experience of the mentee could suggest that there was a violation of the [AEA Code of Professional Conduct](#) and/or the [AEA Policy on Harassment and Discrimination](#). You should encourage the mentee to report the situation, which could be done anonymously, to the [AEA's Ombuds Team](#). The mentee, upon submitting the form, can indicate if they would like to discuss the situation with the Ombudsperson.

If a mentee discloses any immediate threats to their well-being, please immediately point the mentee towards resources, such as mental health lines (see below) or resources on their campus (e.g., student mental health center, faculty/employee assistance programs) You may also want to break confidentiality to raise this emergency concern with others as needed.

Mental Health Phone/Chat Lines:

LGBTQ+-specific:

[The Trevor Project](#): TrevorLifeline (1-866-488-7386), [TrevorChat](#), or TrevorText (text START to 678678)

[TransLifeline](#) (877-565-8860) (also offers services in Spanish)

Graduate student specific:

[National Grad Crisis Line](#) (1-877-472-3457)

General:

[Suicide Prevention Lifeline](#) (1-800-273-8255)

[Crisis Text Line](#) (text HOME to 741741)