



IPAC Mentorship Toolkit

Congratulations on participating in IPAC’s Mentorship Circle! Now that you’ve been connected with your mentor or mentee, it’s time to start planning your mentorship. This document can help you set your mentorship expectations, schedules, goals, while providing optional meeting activities and resources.

IPAC recognizes the many different learning styles and mentorship interests present, so please feel free to modify your mentorship relationship to suit your needs and capacity.

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What is Mentorship?

When beginning a mentorship relationship, it can be helpful to understand the true meaning of mentoring, mentor, and mentee. **Mentoring** is a reciprocal relationship that provides a safe space to share knowledge, learn together, and work collaboratively to develop skills, abilities, and/or strategies for real life experiences.

The **Mentor’s** role is to help and provide advice to their mentee based on their experiences and knowledge. Mentors do not need to be experts! The **Mentee’s** role is to seek advice and guidance from their mentor, as they navigate their career, education, and/or life experiences. Mentees are not always amateurs either.



It is important to remember that not all mentorship relationships look the same. Medical students can mentor other medical students, a resident can mentor a student, and even a student can mentor a physician. Mentorship is about support, discussion, and learning.

Mentorship Guiding Principles:
 Using Indigenous Frameworks to Guide Your Mentorship Relationship

The IPAC Mentorship Circle is a space for connection, learning, and mutual support. Rooted in Indigenous ways of knowing, this program fosters relationships built on respect, reciprocity, and shared knowledge.

To guide your mentorship journey, IPAC encourages embracing Indigenous frameworks and teachings that reflect our values of community, balance, and relational accountability:

Seven Teachings: Commonly held by Anishinaabe, Nehiyaw, and Nakoda Peoples

1. Love	5. Wisdom
2. Respect	6. Humility
3. Courage	7. Truth
4. Honesty	

Gayanashagowa, The Haudenosaunee Great Law of Peace

- Peace
- Understanding
- Reciprocity
- Nurturing Relationships
- Not Impeding on Each Other's Path



Inuit Qaujimagatuqangit, Principles and Values

Inuuqatigiitsiarniq	Respecting others, relationships and caring for people
Pijitsirniq	Serving and providing for family and/or community
Pilimmaksarniq/Pijariuqsarniq	Development of skills through observation, mentoring, practice, and effort
Piliriqatigiinniik/Ikajuqtigiinniik	Working together for a common cause
Tunnganarniq	Fostering good spirits by being open, welcoming and inclusive
Aajiiqatigiinniik	Decision making through discussion and consensus
Qanuqtuurniq	Being innovative and resourceful
Avatittinnik Kamatsiarniq	Respect and care for the land, animals and the environment

Dene Laws

Ełeghaets'edendih	Share what you have
Ełets'áts'ęndı	Help each other
Ełeghęnets'etę	Love each other as much as possible
Qhndah gots'ediłhchá & godhąh ahsıı azhę chu	Be respectful of elders & everything around you
T'ahsıı ots'ediłhshę gogháts'ıřáh	Pass on the teachings
Łáqlıh t'áh gogha gonezų	Be happy at all times
Tedhe ts'ete & dzenę eghálats'ęnda	Sleep at night & work during the day
Dene ts'ę nahzų gots'ęh thá t'áh dene ahdahndı ile	Be polite and don't argue with anyone
Ts'ęlią gots'ęh denelią ełegediłhchá gha góřę	Young girls and boys should behave respectfully



Tips for Mentors

1. Honour the relationship
2. Establish goals together
3. Be insightful and thoughtful
4. Encourage growth
5. Be constructive with feedback
6. Facilitate and guide
7. Be mindful of power dynamics
8. Empower your mentee
9. Suggest opportunities
10. Invite your mentee

Tips for Mentees

1. Honour the relationship
2. Establish goals together
3. Be specific
4. Initiate
5. Be open
6. Communicate clearly
7. Lean into the process
8. Be curious
9. Take notes
10. Be receptive

Timeline and Meeting Frequency

IPAC's Mentorship Program runs continuously and allows mentors/mentees to determine the frequency, duration, and commitment of meetings. Mentorship pairs are encouraged to meet once per month, however, you may choose to shorten or extend this time frame based on your goals and circumstances. Feel free to use the area below to outline your mentorship schedule during your first meeting:

First mentorship meeting: _____

We will meet _____ times per (month / quarter / as needed)

We will meet via (virtual / phone / in-person / mixture)

Mentorship Goals

Each mentor and mentee will have their own goals and expected outcomes for the mentorship program. In your first meeting, IPAC recommends discussing what you hope to accomplish with your mentorship relationship. Remember, mentorships should benefit both people involved!

- Overall Mentorship Goals
- Mentee's Goals



- Mentor's Goals
- How will we meet these goals?
- How will feedback be given in your mentorship?
- Additional desired outcomes?

Meeting Prompts and Activities

This section provides **optional** discussion prompts and activities for your mentorship relationship. You may use these as a jumping off point in your first meeting, or throughout your mentorship journey. We recommend reviewing the prompts and activities and decide together which sections could be helpful for your mentoring.

Friendly reminder to ensure both mentor and mentee are comfortable with the questions and/or activity, and to ensure a safe space if created for both participants.

Incorporating Traditional Medicine and Practice

- How do you incorporate your spirituality into your practice and/or education?
- What does it mean to you to bring traditional knowledge into your work as a medical professional?
- Where do you seek knowledge and guidance on incorporating traditional medicine into your medical practice?
- How do you balance Indigenous healing methods with Western medical practices in your work?
- What challenges have you encountered when incorporating traditional teachings into your medical education or profession? How have you navigated those challenges?
- Are there specific resources or networks that have helped you incorporate traditional medicine into your work?

Culture and Connectivity

- How has your cultural background shaped your journey and experiences?
- How do you incorporate culture in your daily life?
- How do you see yourself rooted in your cultural practices in the future?
- How do you stay connected to your cultural practices while balancing the demands of your career and/or school responsibilities?
- How do you navigate maintaining cultural connections when living or working away from your home community?



Relationship Building

- What are some ways to build and nurture meaningful relationships?
- Which Indigenous teachings inform how you build and nurture relationships?
- What do you enjoy most about relationship building?
- What do you find to be the biggest challenge in relationship building? What can you do to overcome these challenges?
- What are some strategies to remember people's names and/or organizations?
- What is your strategy for following up with people and organizations after initial contact?

Intersectionality

- What challenges or biases have you faced in medicine related to your identity, and how have you navigated them?
- How do you balance maintaining your authenticity while navigating environments that may not fully embrace your intersectional identity?
- What role does advocacy play in your work, either for patients, or for underrepresented colleagues in healthcare?

Caregiving

- How do you balance caregiving responsibilities and your medical practice?
- How do you prioritize self care while juggling caregiving and your career?
- What advice do you have for balancing family and career/educational demands?
- Are there any resources you would recommend for caregivers in a similar situation? I.e. networks, books, and podcasts
- Looking back, is there anything you wish you had done differently in balancing caregiving and medical learning journey?

Career Paths

- What inspired you to become a physician or work in healthcare?
- How has being Indigenous shaped your career path?
- What do you feel are your biggest successes so far?
- What were the biggest challenges in your career path? What did you learn?
- Are there similarities or differences between each other's experiences?
- What steps could the mentee take to reach a similar role or career as the mentor?

Setting Career Goals

- What is your previous experience with goal setting?



- How do your cultural values influence your goal setting?
- How do you set goals?
- Do you set short term, midterm, and long term goals?
- How do you track goal progress?
- Consider how goal setting has assisted you in your careers so far.
- What activities, discussions, or projects could you undertake to work towards your goals?

Resume, Cover Letter, Biography, and LinkedIn Profile

- As an Indigenous person, how do you balance the cultural teachings on humility with highlighting your skills and achievements?
- What skills or experience you may need to develop to obtain your dream job or the next step in your career?
- What strategies do you use to keep your resume, biography, and/or LinkedIn page up to date?
- Consider sharing your resume and biography with your mentor:
 - How are your key achievements represented? Is the message clear?
 - What skills are most important for your current position? What are the most important skills for a future position?
 - How is the formatting and grammar? Is it easy to read?
 - Did you remove anything because you felt it wasn't relevant to your potential position? Why?
 - What's missing from your resume or biography?

Interviews

- Consider holding a mock interview:
 - Mentor to provide constructive feedback
 - What does the mentor recommend for inclusion or subtraction?
- What are common questions in the medical field?
- When you leave an interview, what are the next best steps?

Additional Resources

- Website: [National Mentoring Resource Centre](#)
- Reference: [Mentor Canada, A Resource Guide for Indigenous Youth Seeking Career Mentoring Advice](#)
- Worksheet: [University of Toronto, Mentorship & Peer Programs, Goal Setting](#)
- Worksheet: [University of Toronto, Mentorship & Peer Programs, Thinking About Your Personal Journey](#)



- Reference: [University of Toronto, Mentorship & Peer Programs, *Virtual Mentoring*](#)
- Worksheet: [University of Toronto, Mentorship & Peer Programs, *Facilitating Growth & Development*](#)
- Reference: [University of Toronto, Mentorship & Peer Programs, *Re-Engageing Mentees*](#)
- Article: [Mentorloop, *Building Quality Feedback Into Mentoring Relationships, 2023*](#)
- Video: [TEDx Talks, *The Power of Mentoring* | Lori Hunt, 2013](#)
- Article: [Career Focus, *Career Development for Academic Medicine - A Nine-Step Strategy, 2006*](#)

Mentorship Troubles?

Occasionally, the mentoring relationship doesn't work out. This can be a result of communication issues, different expectations, or unideal fit. If this happens, the best way to approach it is to first address the issue with the mentor/mentee. If this does not resolve the problem, please contact us at mentorship@ipacamic.ca.

Connect with Us!

IPAC would love to hear what you're up to in your mentorship! Feel free to email us updates you want to share with the IPAC team or with the wider community.

Are you on social media? Tag us in a post about your mentorship!



Good Luck and Happy Mentoring!