WORDS TO ACTION
#SJSUwordstoaction
Mentoring through Sport in a Diverse World

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The role and impact of mentors and mentoring on the next generation of athletes and social change.
SJSU Institute for the Study of Sport, Society and Social Change
The Institute for the Study of Sport, Society and Social Change is dedicated to research, analysis and education at the intersection of sport and society.

- In January 2017, SJSU launched the Institute for the Study of Sport, Society and Social Change.
- San Jose State occupies a unique niche in the history of sport and social change—because of its people. The university is the birthplace of the Olympic Project for Human Rights (OPHR), a movement led by Harry Edwards that culminated in the iconic protest of Olympic medalists Tommie Smith and John Carlos.
- The legacy of equity and social justice is a part of SJSU's DNA. The university was founded on education for all and providing a voice for those who may otherwise remain silent. The ISSSSC honors this legacy and continues the dialogue about athlete activism and the influence of sport in effecting positive social change.
- As our nation confronts and explores deeply complex social issues, it is critical that we continue to challenge the boundaries of sport and activism. Sport offers the occasion to pose big questions, not just of athletes, but also of ourselves and provide enlightened perspectives.
Join the conversation
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History & Definition

- The mentor relationship is one of the most complex, and developmentally important, a man can have in early adulthood... The term ‘mentor’ is generally used in a much narrower sense, to mean teacher, advisor, sponsor.

...Mentoring is defined not in terms of formal roles but in terms of the character of the relationship and the functions it serves. - *Seasons of a Man’s Life* (Levinson, Darrow, Klein, Levinson, and McKee (1978), pp. 97–98)
Mentoring in Sport

• “a process in which a more experienced person (i.e., the mentor) serves as a role model, provides guidance and support to a developing novice (i.e., the prote´ge´), and sponsors that individual’s career progress” (Weaver & Chelladurai, 1999, p. 25).
Mentoring Purpose & Function

To provide development and support in a person’s career and psychosocial understandings.

How so? Formal programs & Informal engagements
Mentoring Diverse Groups

Mentor

• Career Support
• Psychosocial Support
• Athlete Support

## Mentoring Diverse Groups

<table>
<thead>
<tr>
<th>Mentor</th>
<th>Career Support</th>
<th>Psychosocial Support</th>
<th>Athlete Support</th>
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<tbody>
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<td>a guide • a role model • have relational characteristics • provide constructive criticism</td>
<td>career development • personal and life development • academic achievement • athletic development • work ethic</td>
<td>life issues and development • athletic concerns • relationship concerns • academic concerns • solitude</td>
<td>athletic development • athletic concerns • personal development and concerns • academics</td>
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Mentoring in a Diverse World

- Mentoring
- Identity Negotiation
- Perspectives of Mentoring
- Ethic of Care
- Culturally Relevant
- Social Capital and Social Support

**See reference page for works by Carter-Francique and colleagues.**
The role and impact of mentors and mentoring on the next generation of athletes and social change.
Mentor & Mentee Benefits
Mentoring Benefits

**Mentor**
- Achieving mentee success
- Reflective opportunity of your personal goals and personal practices
- Exposure to fresh perspectives, ideas and approaches
- Development of your personal leadership and coaching styles

**Mentee**
- Introduction to new ideas and ways of thinking
- Access to an example or role model
- Emotional and psychological support
- Guidance on developing strengths and overcoming weaknesses

Mentoring Benefits
The “Relationship” of Mentoring
The Mentor-Mentee “Relationship”

Mentoring Matters: Three Essential Elements of Success
4 Essential Elements of the “Relationship”

1. Establish a sense of basic trust
2. Recognize the realization of the dream, or vision
3. Promote attainment of professional skills and confidence
4. Introduce networks and promote networking
Sport in a DIVERSE World
Diversity

- Diversity in education is defined as “. . . the sum of the ways that people are both alike and different;” and thus, “the dimensions of diversity include race, ethnicity, gender, sexual orientation, language, culture, religion, mental and physical ability, class, and immigration status” (National Education Association, n.d.).
Access >> Equity >> Inclusion

Access
Opportunity to fully participate in campus life.

Equity
Fair and just outcomes for all to achieve their full intellectual and professional potential.

Inclusion
An individual or group sense of belonging as a valued member(s) of campus life.
Sense of Belonging

Students “. . . perceived social support on campus, a feeling or sensation of connectedness, the experience of mattering or feeling cared about, accepted, respected, valued by, and important to the group (e.g., organizational community) or others on campus (e.g., administrators, peers)” (Terrell Strayhorn, 2012, p. 17).
Fostering a Sense of Belonging

A sense of belonging is a basic human need.

A sense of belonging is related to, and seemingly a consequence of mattering.

A sense of belonging is a fundamental motive, sufficient to drive human behavior.

A sense of belonging affects college students’ and intersect with social identities.

A sense of belonging takes on heightened importance.

A sense of belonging engenders other positive outcomes.

A sense of belonging must be satisfied on a continual basis and likely change as circumstances, conditions, and contexts change.

Fostering a Sense of Belonging
Mentoring, Community Impact and Mobilizing Social Movements

Moments, Mentors & Movements: A Conversation with Two Emerging Leaders in Sport for Social Change

The role and impact of mentors and mentoring on the next generation of athletes and social change.
Use of sport to promote social change

1. Educate others
2. Advocate for legislation
3. Run for office
4. Demonstrate
5. Create a public awareness campaign that includes social media
6. Do a survey about the issue and share the results
7. Raise money
8. Write a letter to a company
9. Engage in community service
10. Get the press involved

Borrowed from the Anti-Defamation League
Mentors serve as advisors & role models and help mentees/protégé determine their goals and formulate their plans. Mentors may or may not work at the same organization as protégé.

Sponsors serve as advocates and take a direct role in the advancement of their protégés. Sponsors work at the same organizations as their protégés.

Champions serve as investment providers and creates access by removing barriers. Champions are in positions of power and are influential – often sit on boards.
Mentoring through Sport is a Platform for Social Change

- Developmentally appropriate
- Educative and holistic
- Culturally relevant
Mentoring Resources

Mentoring 101

Mentoring Matters

The Mentor Leader

Critical Mentoring

Mentoring & Diversity
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SJSU Institute for the Study of Sport, Society and Social Change

**Speak**
Join the dialogue by attending future Institute for the Study of Sport, Society and Social Change events.

Keep the conversation going by using #SJSUwordstoaction.

**Give**
Support the institute and future programming that will create change.

**Visit**
Learn more about the intersection of sport and activism by exploring the Dr. Harry Edwards Collection at SJSU’s Dr. Martin Luther King, Jr. Library.

sjsu.edu/wordstoaction
**References: Carter-Francique Publications**

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