

# Mentoring Matters:

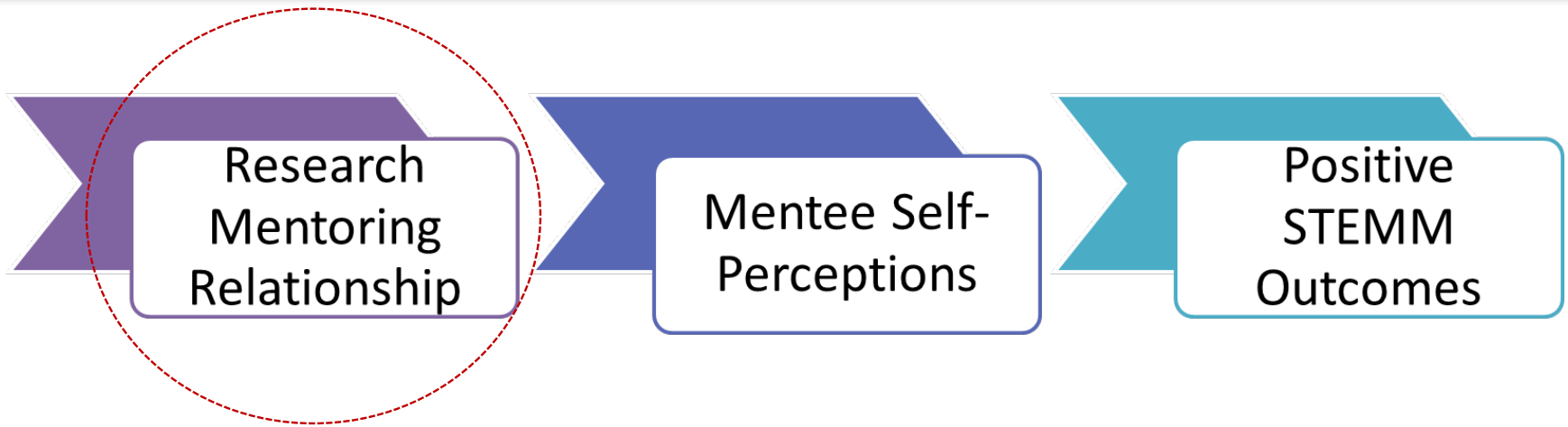
## Implications for Interventions and Institutions

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# Quantitative and Qualitative Results



- **Cultural diversity often viewed as interference variable**
- **For mentors who experienced culture and science as related, they focused on their mentees' culture, not their own**
- **Mentors and mentees disagree on whose role it should be and when to address diversity**
- **Both mentors and mentees noted that addressing cultural diversity is complex, for which few feel equipped to handle**

# Implications

## Training for Mentors/Mentees



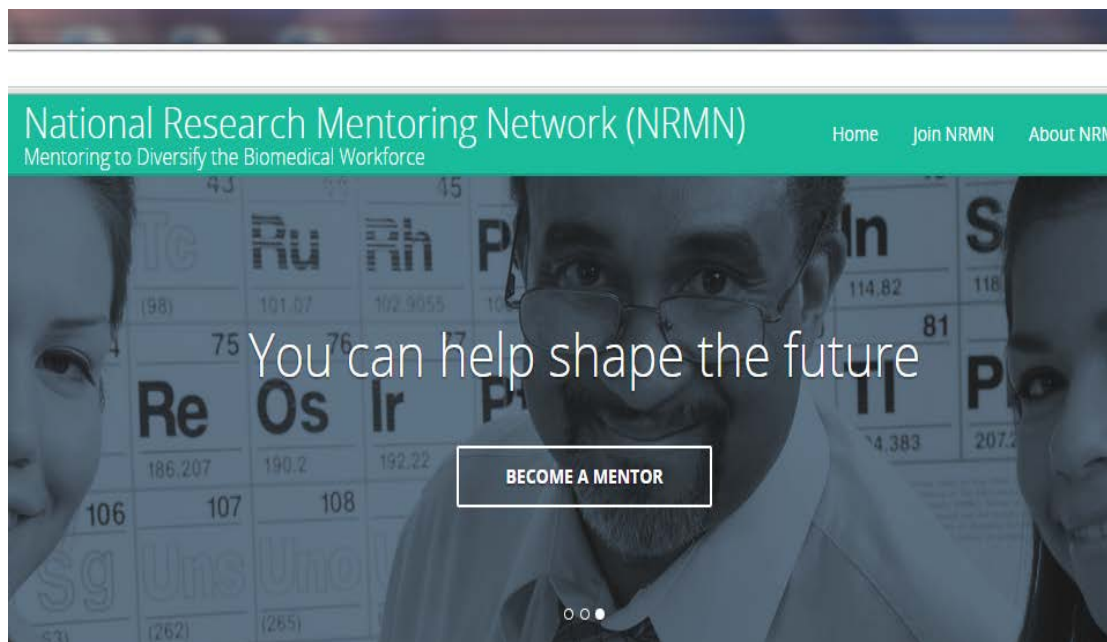
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Janet Branchaw · Christine Pfund  
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## National Research Mentoring Network



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