

Anonymous testimonials

In learning how to be an ally, we need to hear about and respect the lived experiences of other people. We asked folks from our community to share their allyship related experiences as a mentee or mentor.

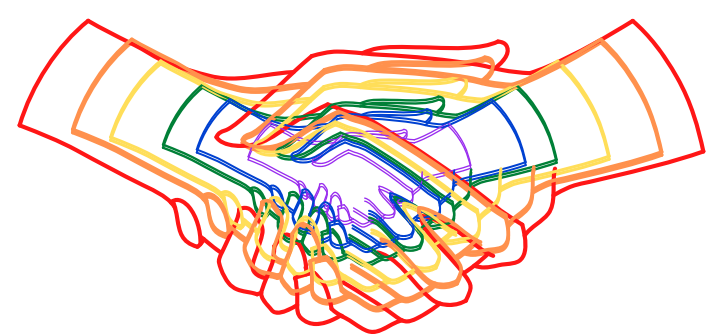
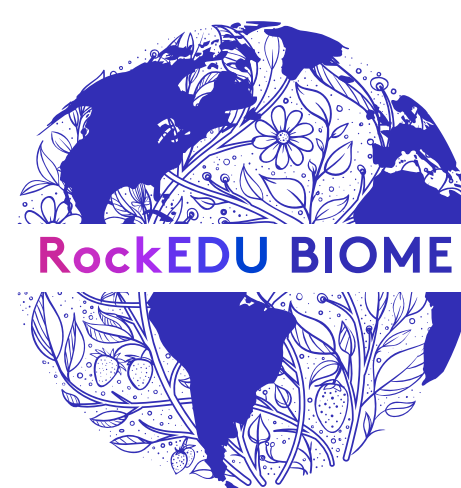
"I wish my mentors would acknowledge that coming out at work feels almost impossible. When I do come out it is a sign of great trust."

"I wish PIs would send out something like an anonymous survey to check that people feel safe and if they have suggestions about how to make the lab environment more inclusive. It might take the weight of confrontation off of people that are struggling."

"Some types of support I really appreciated were: 1) a mentor telling me their support was in no way conditional upon my sexual orientation after I came out to them (which had not been the case in my own family for a few years after coming out), and 2) another mentor telling me that it is entirely ok to place geographic limitations on where I decide to apply for faculty jobs, since there are parts of this country that are not safe for minority groups, including people with lived experiences similar to my own."

"My strategy to advocate for my mentees includes making time for discussion about their own career goals. This serves the purpose of helping me get to know them a bit better, and to learn more about what I can do to help them achieve their goals (e.g. supporting them in applications to grad school or other research/job opportunities; connecting them to others in my own professional network). I also make my own sexual orientation visible when it makes sense to do so (like talking about what my wife and I did on a given weekend if a student asks how my weekend was)."

"One easy thing to do is send development reviews for your trainees to fill out! Ask questions like how can I help you achieve your goals? How are you doing? Do you feel supported in your environment? How can I adapt or improve my mentoring style to better support you?"



Resources and Readings

Share resources with your peers, trainees, and mentors!

FUNDING FOR MINORITY STUDENTS

There are a number of funding opportunities for Latinx, African American, Native American, disabled, and LGBTQIA+ students in STEM.

Visit: <https://sciences.ncsu.edu/intranet/funding-opportunities-for-underrepresented-minorities-in-stem/>

RESOURCES

- [Lambda legal](#) (nondiscrimination)
- LGBT National Help Center and Hotline - (888)-843-4564
- [National Center for Transgender Equality](#)
- [The Safe Zone Project](#)
- [The National Association for the Advancement of Colored People](#)
- American Civil Liberties Union (LGBTQ Rights)
- [ASEE LGBTQIA+ Advocacy in STEM](#)

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