

# Scenario 8

## ***Introductory Description (Narrated on Videotape)***

Dr. Merrick, a professional chemist, has hired her mentee, Anita, who is an undergraduate chemistry student, to work in her laboratory. They meet in Dr. Merrick's office and discuss how the job is going.

## ***Additional Description***

*Remember before viewing:*

- . Give a brief overview of what the audience will be viewing and how long it will take.*
- . Tell them how much time they will have for discussion.*
- . Ask them to refrain from talking during the video.*

Anita is very excited about her new part-time job and expresses her gratitude to Dr. Merrick. When Dr. Merrick expresses concern about her keeping up with her classes, Anita explains how the job is actually helping with her classes. Anita tells Dr. Merrick that she is enjoying working with Ms. Flores but asks if she will get to work with her or some of the other scientists. Dr. Merrick assumes that since Anita and Ms. Flores are both from Mexico that they would work well together.

Anita becomes assertive and says that at first she really respected Dr. Merrick and was anxious to work with her, but now she probably should request a different mentor-one who respects her as well. Dr. Merrick is surprised but impressed with Anita's assertiveness and quickly apologizes for her behavior. She reconfirms her interest in continuing their mentoring relationship and agrees to be the one who works with Anita from now on. Both realize that they will learn a lot from each other.

## ***Learning Summary (Narrated on Videotape)***

This scenario is primarily about cross-racial mentoring and developing and maintaining a successful mentoring relationship. It shows the need for mutual respect and understanding between mentors and mentees and between different races. This scenario exhibits some good mentoring qualities and some not-as-good mentoring qualities. It also illustrates positive effects of assertive behavior by the mentee, and that mentoring relationships can be re-focused if both partners are interested and committed to doing so. There are issues that relate to stereotypes, biases, and discrimination.

## **Possible Questions**

- . What was this scenario about in general?
- . What was the meeting atmosphere like?
- . Do you think this meeting included two-way communication? Who was in control of the meeting?
- . How do you think Anita was feeling about Dr. Merrick at the beginning of this meeting? How do you think she felt at the end? What, if anything, caused a change?
- . How do you think Dr. Merrick was feeling about Anita at the beginning of this meeting? How do you think she was feeling at the end? What, if anything, caused a change?
- . How assertive and self-confident do you think Anita was in this meeting? How did Dr. Merrick respond to Anita's assertiveness?
- . If Anita had not spoken up, how might their relationship have continued?
- . How did you feel when Dr. Merrick told Anita that she and Ms. Flores "speak the same language, work at the same speed"?
- . Do you think Dr. Merrick realized that she was stereotyping Anita and was discriminating against her?
- . Have any of you experienced similar behavior? In what ways?
- . Do you think Anita's assertiveness will help Dr. Merrick become aware of her behavior and attitudes? Do you think this new awareness will cause a change?
- . Is there anything they could have done at the beginning of their relationship to address these issues earlier?
- . Do you think this will be a successful relationship?

*Remember after viewing:*

- . *Remind the audience that these scenarios are not necessarily "typical" or "exemplary."*
- . *Encourage the audience to respect others opinions.*
- . *Diligently keep the discussion focused and polite.*
- . *Keep questions open ended.*
- . *Let the audience decide good from bad.*