

fab CONNECT her

Future Female
Innovators In STEAM

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Cultural Sensitivity and inclusion

This activity helps you recognize how cultural backgrounds influence communication and mentoring relationships. By sharing experiences and reflecting on biases, you'll develop a more inclusive and culturally aware approach to mentoring.



Process:

1. Cross-Cultural Sharing (10-15 min)

In a group:

- Each person shares a cultural norm or tradition from their background that influences how they communicate (e.g., indirect vs. direct communication, respect for hierarchy, gestures).
- Discuss how these cultural norms might impact mentoring relationships (e.g., a mentee from a culture that values indirect communication may struggle with direct feedback).

Alone:

- *Reflect on how your own cultural background influences the way you mentor.*
- *Watch a film clip (e.g., Hidden Figures) and note examples of cultural and gender biases in STEM.*

2. Bias Awareness Inventory (10-15 min)

- Complete a questionnaire designed to highlight unconscious biases that might influence mentoring (if available).

In a group:

- Discuss one bias you identified and brainstorm strategies to avoid imposing biases in mentoring.

Alone:

- *Write down one step you can take to challenge your own biases in mentoring.*

Reflection:

- How aware are you of your own cultural values and biases? (Rate from 1-5)
- How do you accommodate different cultural norms when interacting with others?

Reflection & Discussion:

- Identify areas of bias and discuss strategies to create an inclusive and respectful mentoring environment.

