

Supporting Gender Identity Development in Diverse Gifted Students Through Mentorship

GUIDELINES FOR CLASSROOM ACTIVITY:

- Brainstorm the many ways that a mentor may assist and encourage gifted students. These ideas may include, but are not limited to:
 - o Introducing them to different career possibilities
 - o Speaking to classes or small groups
 - o Taking them to different work sites
 - o Demonstrating different work skills
 - o Discussing characteristics of successful executives
 - o Identifying and preparing for leadership opportunities
 - o Assisting with course selection
 - o Filling out applications for advanced studies or employment
 - o Practicing interview skills
 - o Serving as a reference and providing recommendations
 - o Helping prepare a good resume
 - o Assisting with evaluating different opportunities
 - o Providing ideas on how to manage time
 - o Tutoring in specific subject areas
 - o Discussing different books and readings
 - o Communicating through electronic mail
 - o Recommending appropriate dress for the work place
 - o Introducing the etiquette of the business world
 - o Listening to the student
 - o Visiting community cultural sites
- Using these ideas, participants will create a checklist to use in recruiting mentors for a gifted program. A form can be developed where a potential mentor lists specific contact information, hours available and areas of interest for involvement. Students' interests can be determined using an interest inventory focusing on areas related to future aspirations and the work place. Using these two forms, mentors can be paired with female/male/homosexual/lesbian students and other learners who need this type of support.

GUIDELINES FOR CLASSROOM ACTIVITY, *continued*:

- Participants should compile a list of possible local sources for mentors. Organizations and individuals that have partnered with the school can offer good leads. Other sources for mentors that can be considered include, but are not limited to:
 - o University students
 - o Women's business organizations
 - o Social groups focusing on community service
 - o Chamber of Commerce
 - o American Association of University Women
 - o Local businesses which provide time for community service
 - o Organizations that are recruiting women for training programs
 - o Honor societies
 - o Sororities/fraternities
 - o Retired teachers or business women
 - o University alumni association
 - o Religious affiliated organizations
 - o Upper grade students
 - o GLSEN
 - o National Organization of Women
- Participants can draft a letter to mail or send electronically to organizations that might provide mentors. A network of contacts can be shared as part of class discussion.