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Arnold Wald, MD, MACG
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Disclosures

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No relevant financial relationships

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Lavanya Viswanathan, MD, MS, FACP
No relevant financial relationships
Presenter's views do not reflect those of the USAF or the US Department of Defense

Renee Williams, MD, MHPE, FACG
No relevant financial relationships

*All of the relevant financial relationships listed for these individuals have been mitigated*
Optimizing Mentorship for GI Mentees and Mentors

Loren G. Rabinowitz, MD
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Overview

1. Review the role of mentoring in gastroenterology
2. Identify challenges and approaches to becoming a better mentee
3. Identify challenges and approaches to becoming a better mentor
Why talk about mentoring?

- Gastroenterologists at all levels of practice can benefit from formal mentoring
- Mentorship can aid in career development, content expertise, sponsorship, management of personal and professional goals
- Data suggests that successful mentee/mentor matching improves productivity, job satisfaction

https://www.antoinetteoglethorpe.com/role-of-a-mentor-how-to-give-advice/

Lieverman, Gastro, 2016.


Study overview

• Population: gastroenterologists at 20 academic centers across US
  • n=334
  • 42% response rate, 90% completion rate
• Online, anonymous survey on issues related to mentorship in GI
  • Responses of men (n= 170) and women (n=129) were compared


Challenges for mentees

Challenges for mentees


44% of women experience difficulty finding a mentor


40% of women experience pressure to serve as a mentor due to gender

Challenges for mentors

- More women mentors felt comfortable advising women mentees about work-life balance (88.3% vs 63.8%, P = 0.0005).
  - Fewer women considered themselves effective mentors (33.3% vs 52.6%, P = 0.03).
- 33% of respondents reported negative impact of the COVID-19 pandemic on their ability to mentor and be mentored.


Gastroenterology

RESEARCH LETTER | VOLUME 162, ISSUE 3, P975-977, MARCH 01, 2022
Mentoring Disparities in Gastroenterology: The Path Forward

Loren Galler Rabinowitz, Tai Grinspan, Haley M. Zylberberg, Michelle Kang Kim, Joanne Kwah, Renee L. Williams

Challenges for URIM/URIF gastroenterologists

- Black, Hispanic, and AAPI mentors more likely to have > 60% of their mentees identify as a member of a racial or ethnic minority group compared to NHW mentors (39.4% Black and Hispanic vs 26.7% AAPI vs 17.0% NHW, p=0.006)
- More Black and Hispanic mentors reported feeling pressure to mentor because of their race or ethnicity when compared to AAPI and NHW mentors (33.3% Black/Hispanic vs 5.1% AAPI vs 3.0% NHW, p=<0.0001).


Take home points

• For mentors:
  • Create opportunities for mentorship and sponsorship
  • Be mindful of time/effort required for mentoring relationship
    • Ask colleagues and leadership for support for mentoring

• For mentees:
  • Find and maintain a mentorship team
    • Outside of field
    • Outside of institution
  • Consider peer mentorship
  • Active participation in mentorship programs
Questions?

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