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How do we provide inclusive mentorship?

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What is an inclusive mentor? What behaviours do they engage in? How do they help people who are underrepresented in organizations feel like they belong? Organizations are using mentorship to support their equity, diversity, and inclusion (EDI) goals, especially in male-dominated industries and occupations. However, mentorship has traditionally been used for the end goal of advancing and developing employees, without necessarily focusing on individual mentees' feelings of inclusion. To understand how to achieve *inclusive* mentorship's purported advantages, my research plan is to define it, to develop a scale to measure it, and to validate the scale for predicting EDI outcomes. These results could be used as a practical tool to assess a mentor's behaviours from the perspective of their mentee. This work fills the gap of determining what mentor behaviours are predictive of EDI outcomes, especially for the marginalized demographics that inclusive mentorship is meant to include and help retain.