

AVA National Health Research Training Platform

Triadic Mentorship Program (TMP) Guidelines

AVA Objectives & Guiding Principles

- **Strengthen and build capacity** to transform population (community) health and social services to promote the health and wellness of girls, women, and gender-diverse people, at risk/affected by violence and adversity over the lifecycle;
- **Use a collaborative, innovative**, cross-sectoral/disciplinary/jurisdictional training platform to train hundreds of Canadian service providers and academics in the social services/community health field working with this population; and
- **Make intergenerational and population impacts**, and promote a positive lifespan for girls, women, and gender-diverse people.

AVA is also committed to addressing inequities and health disparities disproportionately impacting girls, women, and gender-diverse people with intersectional identities. This includes, but is not limited to, (dis)ability, race, ethnicity, and gender identity. AVA relies on Equity, Diversity, Inclusion and Accessibility (EDIA) initiatives, and Sex and Gender-Based Analysis (SGBA+) is at the core of reaching AVA's objective. Visit the [AVA Training website](#) to learn more about AVA's Guiding Principles.

Section 1: Program Overview

Background

The AVA Triadic Mentorship Program (TMP) is a mentoring program between a scholar-mentee, an AVA community mentor (i.e. community partner agency leader), and an AVA academic mentor (i.e. graduate supervisor). The AVA TMP is intended to supplement/enhance scholar-mentees' (i.e. graduate student or post-doctoral fellow) existing educational program preparation with AVA's world-class, innovative focus on training to transform population (community) health and social services, specifically to improve the health of girls, women, and gender-diverse people exposed to adverse childhood experiences (ACEs) and violence.

The AVA TMP emphasizes **reciprocal learning** and **collaboration** between both mentors and scholar-mentees. This program is foundational for high-quality AVA scholars. This program will involve developing and implementing an Individual Development Plan (IDP) established by the scholar with support and feedback from their mentors, and regular mentorship sessions. It is recommended that mentorship triads **meet at least once every six weeks**. However, each triad should discuss and agree upon a meeting schedule that works for all triad members depending

on existing commitments and schedules. The mentorship will also work alongside/utilize the **AVA Online Training Modules curriculum** to provide educational opportunities to ensure the attainment of the scholar-mentee's goals in line with the scholar-mentee's IDP.

Scholars are also encouraged to take part in the AVA Community Agency Internship program (CAIP). This may be before-, following - or concurrent with participation in the TMP. While related and complementary, these programs are separate with distinct differences in focus and structure.

The TMP aims to foster reciprocal learning and support scholar-mentees' professional development through mutually beneficial mentoring relationships, where a scholar-mentee can also seek day-to-day advice and support from their mentors.

The CAIP on the other hand, places and funds AVA scholar-interns in an internship with an AVA Community Partner agency to work on a project which aligns with AVA's objectives and addresses both the scholar-intern's learning goals and an area of need identified by the agency. More information about the CAIP program is available on the National AVA Training website's [CAIP webpage](#).

The TMP will host up one cohort per year, which will commence in January. Each cohort will consist of 5 – 15 triads. The application process to participate in this AVA program is described below.

Being a **Scholar** in the Triadic Mentorship Program: Responsibilities and Eligibility

As a scholar-mentee in this program, you will be guided through a range of AVA Training Platform opportunities and options.

Scholar Responsibilities

- Meet with your mentors at least once every six weeks (*recommended*) for a period of approximately 18 months. Scholar-mentees are encouraged to prepare a meeting agenda and provide it to the mentors prior to each meeting. The agenda and format of meetings should be flexible and adjusted to meet the individual needs of the triad members.
- Develop an IDP and set research and career goals with the support of your mentors.
- Participate in training opportunities such as AVA Online Training, live webinars, and **potentially** a community agency internship.
- Participate in AVA's Strategy Development, Management and Evaluation (i.e. Strategic Planning), and Implementation Science Training Programs (e.g. annual national meeting; AVA Online Training courses).
- Obtain an [AVA Online Training Certificate](#) by completing the course requirements for the AVA Foundations, Intermediate and Advanced levels of the [AVA Online Training Modules](#). The anticipated time commitment required to complete these courses is approximately the equivalent of a 3 credit University course. Scholar-mentees should aim to have these courses completed by the midpoint of the program. More information about the AVA Online Training Modules, including AVA Online micro- credentialing badges and the [AVA Online Training Certificate](#), is available at www.avatraining.ca/ava-online/.

The collaborative learning environment offered during the TMP is a great time to complete your AVA Online Training Certificate. For example, scholar-mentees are encouraged to utilize Community of Practice meetings for support in completing courses.

- Attend virtual workshops with your triad and other AVA triads in your cohort as per the timeline of activities.
- Participate in the AVA Community of Practice sessions with the other scholar-mentees.

Scholar Eligibility

Scholars will apply to be part of AVA's Triadic Mentorship program and be selected based on the following criteria:

- EDIA considerations (Please refer to the AVA Guiding Principles, <https://avatraining.ca/ava-guiding-principles/>);
- Qualifications and excellence (e.g., grades, awards, community volunteerism);
- Alignment of their research and career goals/interests with girls', women's, and gender-diverse people's health and wellness, and AVA's objectives (see Guiding Principles above); and
- Official status as a graduate student or post-doctoral fellow.

Being a Mentor in the Triadic Mentorship (Community Partner and Academic): Expectations and Eligibility

Mentors hail from AVA's vast network of academics and community agency collaborators/partners from across Canada. The purpose of the mentorship is to guide the scholar through a range of AVA Training Platform opportunities and options.

Mentor Expectations

It is anticipated that the below activities will take 2-6 hours per month.

- Meet with the scholar *at least* once every four to six weeks (recommended) for a period of approximately 12-18 months.
- Orient the scholar to AVA's individualized development planning, and research and career goal setting process.
- Support the scholar to identify training opportunities in programs such as AVA Online Training and Community Agency Internship.
- Participate in AVA's Strategy Development, Management and Evaluation Training (i.e. Strategic Planning), and Implementation Science Training Programs (e.g. annual national AVA meeting; AVA Online Training courses).
- Complete AVA Foundations courses in the AVA Online Training curriculum and become familiar with the additional courses available at the Intermediate and Advanced level, so you can recommend courses that align with your mentee's learning plan and research career goals.
- Attend virtual workshops with your triad and other AVA triads in your cohort as per the AVA Triadic Mentorship Program Activities Timeline.

Mentor Eligibility

Mentors will apply to be part of AVA's Triadic Mentorship program and be selected based on the following criteria:

- EDIA considerations (Please refer to the AVA Guiding Principles, <https://avatraining.ca/ava-guiding-principles/>);
- Acknowledgment of having read and understood the program guidelines and mentor expectations;
- Commitment to fulfilling the mentor expectations as outlined above;
- Mentor's skills and experience (e.g., community-based research, grant writing, early childhood adversity);
- Alignment of mentor's research and/or practice with girls', women's, and gender-diverse people's health and wellness, and AVA's objectives (see Guiding Principles above).

Monetary compensation for Community Partner's Mentor Agencies

Community mentors' agencies can apply for monetary compensation to enable participation in the AVA Triadic Mentorship program. This can help to offset various costs associated with mentoring a scholar (e.g. agency reimbursement for community mentors' absence from regular work). Please contact avatraining@ucalgary.ca to request more information.

Section 2: Guidelines & Process for Creating Triadic Mentorships

Matching Mentors and Scholars

Pre-established triads are not required to participate in the AVA Triadic Mentorship Program, but they are allowed.

Three examples of how a triad can be created are the following:

- 1) The triad is already established and consists of a scholar-mentee, a community agency mentor, and an academic mentor.
- 2) Two of the three people that make up the triad are already connected, but they need support from the AVA team to be matched with a third member.
- 3) There is one person (either mentor or scholar-mentee) that would like to participate in the TMP, and they need support from the AVA team to create a triad and be matched with the other two members.

IMPORTANT: To assist with the matching, all AVA members are required to enroll as an AVA member on the [AVA Member Portal](#) and to create a profile.

How to participate in the Triadic Mentorship Program

To participate in this AVA program, a two-step process is necessary.

Step 1: A request for applicants (RFA) to recruit both scholar-mentees and mentors will take place in the Fall of each year, with cohorts beginning the following January. The notice will be sent to the current network of AVA members first, and if needed, to other networks across Canada. Mentors and scholars will be asked to respond to the RFA by completing a brief online application/information gathering form to advise AVA Leads of their interest in participating in the TMP and whether they have all or parts of their triads established or if they require support in creating a match/matches (see above section for more details).

Step 2: AVA Leads will review the online forms that were submitted. For applicants that require matching, AVA Leads will coordinate matches based on applicants' goals, areas of interest and experience. Applicants will be contacted by an AVA Lead to finalize triad matches by late Fall. If suitable matches are not possible for the upcoming cohort, applicant's information will remain on file for triad matching in future cohorts.

Interested individuals with pre-established mentors and a scholar-mentee will be contacted by an AVA Lead to advise whether their application has been accepted for the upcoming cohort. Applicants not accepted for the upcoming cohort may have the opportunity to participate in a future cohort.

Evaluation Criteria

Decisions are based on commitment to EDIA principles (*Please refer to the [AVA Guiding Principles](#)*); and the above-noted eligibility criteria. If matching is required, these principles will also be considered (i.e. whether there is an appropriate match available). *Agencies and scholars who have begun or completed significant portions of the AVA Online program will be given preference in selection and renewal.*

Section 3: Triadic Mentorship Activities

Once the mentorship program begins, triads are expected to meet at least once every six weeks and address the activities and topics outlined in the AVA Triadic Mentorship Program Activities Timeline. This document is provided to all triad members and outlines activities that mentors and scholar-mentees will engage in either independently or collaboratively. Additionally, mentors and scholar-mentees are expected to participate in virtual check-in meetings that will bring together all of the triads in the cohort to share and learn collectively. Please refer to Section 1 above for expectations related to AVA Online Training Modules completion for scholar-mentees and mentors.