

WHRI STRATEGIC FRAMEWORK FOR TRAINEES AND MENTORSHIP

The **Strategic Framework for Trainees and Mentorship** will aid the expansion of women’s health research capacity by guiding our efforts to support the next generation of women’s health scholars and addressing the critical need for mentorship in the field.¹

The Strategic Framework includes five linked domains and areas of activity: (1) IDENTIFY our trainees and their mentors; (2) CONNECT our trainees and mentors to excellent and existing training opportunities/resources; (3) DEVELOP an exemplary Women’s Health Research training workshop series and certificate; (4) BUILD and nurture a dynamic trainee and mentor community; and (5) SUPPORT, promote, and recognize trainee and mentor excellence.

DOMAIN	WHRI COMMITMENT
IDENTIFY	<ul style="list-style-type: none"> Analyse existing data on WHRI trainees and mentors to better understand our trainee and mentor membership Develop mechanisms for determining who are our WHRI trainees and mentors (e.g., on-boarding processes) Improve mechanisms for trainees to learn about WHRI membership and become members
CONNECT	<ul style="list-style-type: none"> Create a communications plan to better inform trainees and mentors about existing WHRI training opportunities Identify and remove barriers to connect our trainees to excellent, existing, and relevant training opportunities offered by WHRI and our partners, which collectively cover a wide range of topics from foundational to specialized research skills (e.g., BCCHR institute training workshops, WHRI Lunch & Learns) Encourage our trainees and mentors to plan for and attend excellent existing training opportunities Discuss training needs/gaps with our partners to help inform future training offerings
DEVELOP	<ul style="list-style-type: none"> Offer exemplary foundational and methodological training in women’s health research (e.g., Understanding Sex and Gender, Critical Feminist Research and Intersectionality, innovative KTE for women’s health) Identify qualified instructors and/or facilitators to offer foundational training from within our WHRI community Integrate foundational training in women’s health research with the training workshop series developed by the UBC Women’s Health cluster, in collaboration with institutional partners Engage community and patient partners as both learners and mentors throughout the training workshop series Host an annual trainee symposium to support successful careers in women’s health research Align the training approach with trends in the health research landscape to foster sustainable trainee careers
BUILD	<ul style="list-style-type: none"> Create mechanisms to build a dynamic, diverse, and inclusive trainee community across WHRI partner institutions Offer increased opportunities for trainees to share, present, and discuss their research at trainee research symposia, trainee poster sessions, and trainee breakfasts. Provide support for trainee social events and networking opportunities Provide online trainee networking spaces to connect a geographically dispersed trainee network Develop strategies to support ‘trainees as mentors’ Create strategies to be responsive to the impacts of COVID-19 on trainees
SUPPORT	<ul style="list-style-type: none"> Celebrate trainee and mentorship excellence by offering formal, high-profile awards Promote and profile trainee and mentor excellence (e.g., profile trainee research, publications, funding, awards via podcasts, the WHRI website, and social media channels) Work collaboratively with the BC Women’s Health Foundation to offer funding opportunities for WHRI trainees and mentors (e.g., seed grants, scholarships, salary support, research travel and conference stipends, mentorship grants) Promote other forms of member benefits to trainees, including data analysis and grant development support

In summary, in alignment with the [WHRI’s 2019-2024 Strategic Plan](#), this framework will be used to guide WHRI activities to ensure we are meeting the needs of the women’s health research community in British Columbia.

¹ We define ‘trainees’ to include undergraduate students, graduate students, medical students, research and clinical fellows, post-doctoral fellows, international students, and any person in a degree-granting program who is engaged in research. Similarly, we define ‘mentors’ as any person who is a researcher, clinician-researcher, or knowledge user who has responsibility for supervising and/or mentoring a trainee engaged in research.