

MAYO CLINIC RISE FOR YOUTH

Reflect, Inspire, Strengthen, & Empower

Mayo Clinic College of Medicine and Science
Office for Education Diversity, Equity, and Inclusion



2023-2024
Program
Year



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Welcome & Introductions



Amy Seegmiller Renner, PhD, Medical Director

The RISE for Youth program offers a dynamic four-week summer program that actively involves high school juniors, seniors, and college undergraduates. Scholars will delve into various career paths and have the opportunity of being paired with mentors from Mayo Clinic. Engaging in thoughtful discussions and exploring leadership and professional development topics, students will acquire valuable knowledge, hands-on experience, and essential professional skills.

Unique to this program is the collaboration with the Rochester branch of the National Association for the Advancement of Colored People (NAACP). As our community partners, the Rochester branch of the NAACP has been an invaluable asset. Together, we will work towards creating a brighter future, not just for our Scholars, but for the communities they will go on to serve.



Rawhi Said, M.B.A., Program Director

Empowering tomorrow's leaders is no small task. Yet as the Program Director, I am beyond honored to be a part of this innovative pathway program which is truly designed to unlock the potential of our community's youth and pave the way for a brighter future. Our program is intentionally designed to offer a transformative experience for all our scholars who participate in our 4-week summer program.

To the students and scholars, it is my hope that RISE for Youth will serve as a launchpad for personal, professional, and academic growth through a combination of mentorships, in person experiences, and world class presenters. It is through this unique combination of events that we hope we are able to equip you for your tomorrow.

To the community and stakeholders, RISE represents a dynamic partnership opportunity to invest in the leaders of tomorrow. Supporting, and advocating for our program can, and often will, cultivate a generation that is equipped with the knowledge, networks, skills, and values necessary to thrive in an ever- changing world. Having champions such as you plays an equally vital role for the resilience and growth mindset that we hope to instill in all our scholars that come through RISE.

Thank you for your dedicated and continued support for the RISE for Youth mission. Finally, it is my hope that all of us can continue to Reflect, Inspire, Strengthen, and Empower tomorrows leaders, today.

**Office for Education
Diversity, Equity and
Inclusion Faculty and
Administrative Staff**

With the support of our administrative office team and faculty we collaborate and produce an impactful summer program. Our faculty and staff use their experience and passion for diverse education to grow with the scholars in exploring career opportunities at Mayo Clinic College of Medicine and Science.

Curriculum

The RISE for Youth program is more than an educational journey; it's a transformative experience that aims to **reflect, inspire, strengthen,** and **empower** our students.

Through a framework developed by Dr. Anjali Bhagra and colleagues, we focus on the following competencies:



Reflect on strengths and challenges to cultivate leadership knowledge, skills, and attributes.



Inspire confidence and self-awareness through development of a growth mindset.



Strengthen academic skills through exploration of health care and other professions.



Empower themselves and others by modeling strategies to foster leadership development.

Scholars engage in a variety of learning sessions and activities to accomplish these competencies by graduation:



Strengths Finder: Completion of the assessment to identify top five innate strengths and how to continue to tap into those strengths



Social media: Creation of a social media post highlighting the RISE for Youth program or Juneteenth



Resume writing: Creation and/or editing of a professional resume



Final Reflection: Creation and presentation of 2-3 experiences from the program that were most impactful

Collaborations & Community Impact



Contributors

The RISE for Youth pathway program wouldn't be what it is today without some past and present champions that have dedicated their time and efforts to create a huge impact on the lives of these scholars. Please also note that the following list is not exhaustive, and that the gratitude extends to all past, current, and future champions of this amazing and transformative pathway program.

- Barbara Jordan- Administrator, Mayo Clinic College of Medicine and Science
- Carrie Haakenson- Mayo High School Rochester Public Schools
- Chara Pruszynski - Operations Manager, Mayo Clinic College of Medicine and Science
- City of Rochester
- Erin Vasquez- John Marshal High School Rochester Public Schools
- First Alliance Credit Union
- Katherine (Kit) Kough – Program Director, Mayo Clinic
- Pajyeeb Xiong – Program Director, Mayo Clinic College of Medicine and Science
- Rochester Public Schools
- Shannon Laughlin-Tommaso, M.D.,- Associate Dean for Education Diversity, Equity and Inclusion, Mayo Clinic College of Medicine and Science
- Sharon Torres – Program Director, Mayo Clinic College of Medicine and Science
- Thomas Thibodeau
- Wale Elegbede - President, NAACP Rochester Branch
- Winona State University

Selection Process

The process by which scholars are selected into the RISE for Youth pathway program is done in collaboration with our community partner the Rochester Branch NAACP. The NAACP selects individuals, and leaders from the non-profit space in the local community which represent the historically underserved and underrepresented demographic of constituents. This allows for a more equitable selection process to occur. Each person on the selection committee has equal votes, and a multi touch base meeting occurs to assist in determining that all applicants are looked at equitably, and holistically. Some of the biggest benefits of having a community selection model is that we can allow culturally appropriate and historically marginalized groups to have authentic input in the success of the scholars ultimately benefiting the community in the long term.



Don Barlow

Rev. Don Barlow is Sr. Pastor of Rochester Community Baptist Church and School Board Director of the Rochester Public Schools. A retired firefighter and graduate of Wayland Baptist University, he majored in Fire Science and Criminal Justice, and has served on numerous City/County Boards.



Tawonda Burk

Since 2012, Tawonda has owned and operated ELOCINA, LLC, a Minnesota-based corporation that provides consulting and credit restoration services to corporations, small business owners and aspiring entrepreneurs. Her talent for translating ideas into action is evident in her work.



Omar Nur

Executive Director of the Somalia Social Service Association, Omar has been a Somali community leader for the last 20 years, and dedicated to growth and development of social service programs. His educational background and experience are reflective of his culture and heritage.



Fatuma Ahmed

Co-Founder of Pamoja Women. When Fatuma migrated to the USA, reality was different than she expected. Based on her experience, she promised to have a place where women or girls could be comfortable. A place where no one will be judged but rather embraced and welcomed.



Brooke Carlson

As City Council President in Rochester and a health and human services consulting firm owner, Brooke is deeply committed to improving community health and addressing the root causes of inequities. Her niche is working collaboratively and strategically to advance shared goals.

Thank you to 2023 Mayo Clinic and Rochester Branch NAACP, RISE for Youth Program, Community Selection Committee!



Amy Seegmiller Renner, PhD

Director of Diversity and Anti-Racism Curriculum in the Office of Education Diversity, Equity, and Inclusion and Assistant Professor for the Mayo Clinic College of Medicine and Science. Expert in curriculum management and education theory to practice.



PJ Xiong

Program Director for Office of Education Diversity, Equity, and Inclusion for the Mayo Clinic College of Medicine and Science (MCCMS). PJ works on pathway program, Diversity Programming and a member of the RISE for Youth Program team.



Manal Abbadi Whitfield

Chair, Community Engagement of Rochester Branch NAACP and Mayo Clinic Community Engagement Coordinator. Manal is dedicated to the community and a strong proponent of diversity, equity, inclusion. She enjoys working to ensure everyone has a voice.



Walé Elegbede

President, Rochester Branch NAACP, and Director, Mayo Clinic Strategy Management Services. A Rada Distinguished Alum of University of Wisconsin La Crosse and TED speaker, Walé believes ethical leaders have a responsibility to bring transformative change to communities and organizations.



2023 Scholars



Student Advisory Committee

Students continue their journey through the development of leadership skills by participating in our Student Advisory Committee. Student Advisory Committee is a self-volunteer advisory/steering committee. Made up by graduates of the previous year. The term is 1 year, and the meetings are ad hoc. Things that are discussed are improvements in the experience of the pathway program to physical representation at community events in which RISE for Youth is being represented.

Mentor Program

The mentoring program within RISE for Youth is a comprehensive 1-year component designed to pair scholars with Mayo Clinic mentors. Mentor relationships bridge the connection between classroom theory to on-the-job application. This opportunity allows scholars to build relationships with leaders, including those with diverse backgrounds, who can share learnings from their own career paths and challenges. Ultimately, mentorship enables learners to see themselves in roles that previously may not have seemed achievable to them.



In 2023, our Scholars were paired with mentors in the following specialities:

2023 Mentor Specialities



2023 Schedule

Week 1: Overview & Leadership Development

Reflect on strengths and challenges to cultivate leadership knowledge, skills, and attributes.

Monday, June 5*	Tuesday, June 6	Wednesday, June 7	Thursday, June 8
<p>Program Kick-off Breakfast Breakfast Served</p> <p>Karen Helfinstine Barbara Jordan Wale Elegbede</p> <p>Cohort Introductions, Program Logistics/ Expectations Pajyeeb (PJ) Xiong</p> <p>Strengths Finder Work Time & De-brief Dr. Amy Seegmiller</p> <p>Mayo Clinic Overview Pajyeeb (PJ) Xiong</p> <p>End of the Day Reflection/ Program Evaluation Pajyeeb (PJ) Xiong</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>MCCMS Overview Barbara Jordan Dr. Amy Seegmiller Dr. Shannon Laughlin-Tommaso</p> <p>Master Adaptive Learner Dr. Amy Seegmiller</p> <p>NAACP History Overview Wale Elegbede</p> <p>Leadership Development: Servant Leadership Thomas Thibodeau</p> <p>Servant Leadership Activity Thomas Thibodeau</p> <p>End of the Day Reflection 2:45 - 3:00 pm Pajyeeb (PJ) Xiong</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Emotional Intelligence I: Self-Awareness Dr. Amy Seegmiller</p> <p>Break</p> <p>Unexpected Paths - Experience, Relationships, & Networks Mrs. Fatima Said*</p> <p>Headshots:</p> <p>Professionalism Overview Barbara Jordan</p> <p>Developing Respectful Relationships Matt Horace</p> <p>End of the Day Reflection/ Emotional Intelligence, Growth Mindset, Adaptive Expertise Pajyeeb (PJ) Xiong</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Social Media Part I – Professional Image Elissa Hall, Ed.D.</p> <p>Break</p> <p>Time Management Jamie Johnson, RCTC</p> <p>Wellness: Hands-on healthy cooking class Chef Jen Welper</p> <p>Strengths Finder De-Brief Dr. Amy Seegmiller</p> <p>End of Week Reflection Pajyeeb (PJ) Xiong</p>
<ul style="list-style-type: none"> Welcome – You belong! Leadership Goal/Mission/Vision 	<ul style="list-style-type: none"> MCCMS Master Adaptive Learner Servant Leadership 	<ul style="list-style-type: none"> Emotional Intelligence Professionalism Developing Relationships 	<ul style="list-style-type: none"> Social Media Time Management Strengths Finder



Week 2: Application of Leadership Development Concepts

Inspire Confidence and self-awareness through development of a growth mindset.

Monday, June 12	Tuesday, June 13	Wednesday, June 14	Thursday, June 15*
<p>Welcome & Agenda 9:00 - 9:15 am Pajyeeb (PJ) Xiong</p> <p>First Alliance Credit Union / Financial Literacy Briana McDonald Sirena Thompson Danielle Sommerfeldt Lisett Comai-Legrand</p> <p>Job Process: Research – Resume-Cover Letter First Alliance Credit Union Robin Fries Nancy Huber</p> <p>End of the Day Reflection Pajyeeb (PJ) Xiong.</p> <p>Notes: Students are required to bring their laptops on this tour.</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Public Speaking w/activity Vincent Anani</p> <p>Intro to Project Management Wale Elegbede</p> <p>Marketing Yourself Tim Nelo</p> <p>Interviewing for Success w/Practice Time Ian Mwangi</p> <p>End of the Day Reflection Pajyeeb (PJ) Xiong</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Wellness and Resiliency Dr. Amit Sood*</p> <p>Entrepreneurship Tawonda Burks Hilal Ibrahim</p> <p>Giving Back – Community Engagement Chao Mwatela</p> <p>DLMP Tour Deb Hagen Moe Mark Junge Lydia Ruefthaler</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Wellness – Yoga Basics Marisa Kadlec</p> <p>Social Media – Part II (Virtual) Elissa Hall, E.D.d.</p> <p>Humanities in Medicine Include Activity Katie Van Buren, PhD Charlene Nelson</p> <p>I-DARE you to be an upstander Amy Seegmiller Renner</p> <p>End of Week Reflection Pajyeeb (PJ) Xiong</p>
			Saturday, June 17
			<p>Volunteer Event</p> 
<ul style="list-style-type: none"> • Project Working Session • Understanding the Job Process 	<ul style="list-style-type: none"> • Public Speaking • Intro to Project Mgt. • Self-marketing • Practicing Interviewing skills 	<ul style="list-style-type: none"> • Resiliency • Entrepreneurship • Civic Engagement • Tour 	<ul style="list-style-type: none"> • Wellness • Humanities • Social Media • Volunteer Experience



Week 3: Career Exploration

Strengthen academic skills through exploration of careers.

Monday, June 19	Tuesday, June 20*	Wednesday, June 21*	Thursday, June 22
Federal Holiday			
Cohort has the day off to celebrate Juneteenth activities.	<p>Career Immersion Program</p> <p>Histology/PA Michelle Nelsen - Histology Dr. Shekitta Acker – Physician’s Assistant</p> <p>Travel 11:50-12:00</p> <p>Surgical First Assistant/ SHS Overview Sarah Penkava – Surg First Assistant Carlos Bravo – SHS Overview</p> <p>CNT/ Respiratory Care Morgan McElmury - CNT Stephanie Holst – Respiratory Care</p>	<p>Academic Enrichment Coursework/ Application Strategies Dr. Denise McDowell Winona State University</p> <p>Break</p> <p>Intro to Project Management - Part II Wale Elegbede</p> <p>Lunch with Learners School of Health Sciences School of Graduate Medical Education School of Medicine Graduate School of Biological Sciences</p> <p>Chronus Software Review Taylor Denton</p>	<p>History of DEI in Healthcare and Medicine Dr. Floyd Willis (Virtual)</p> <p>The Play: Kumbayah The Juneteenth Story Mayo Civic Center 30 Civic Center Dr. SE Pajyeeb (PJ) Xiong</p> <p>Core Energy Leadership w/activity Dr. Audrey Elegbede</p>
	<ul style="list-style-type: none"> Tours / Career Exploration 	<ul style="list-style-type: none"> Application Strategies Resiliency Mayo CIP Project Management 	<ul style="list-style-type: none"> Value of DEI and Mentorship Core Energy Leadership



Week 4:

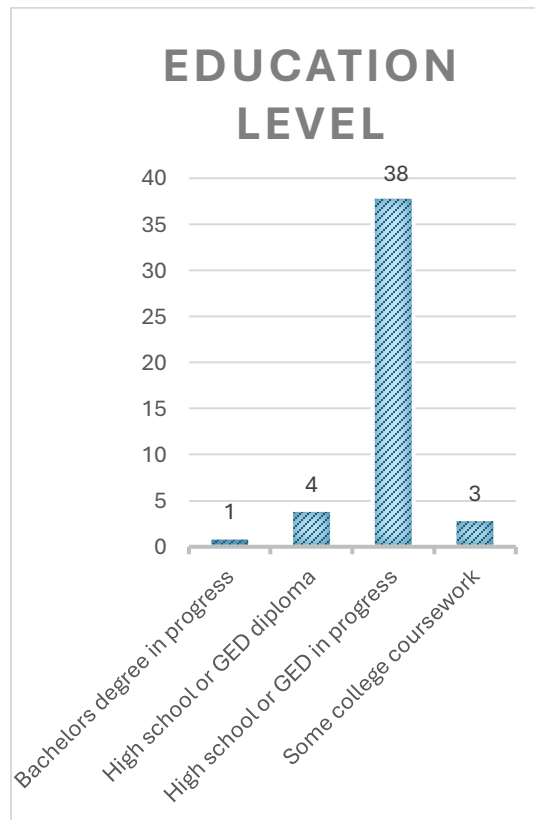
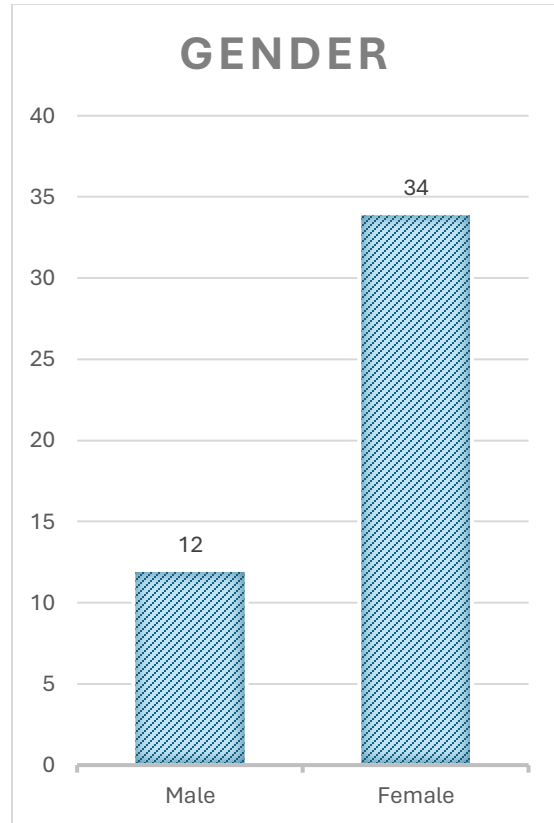
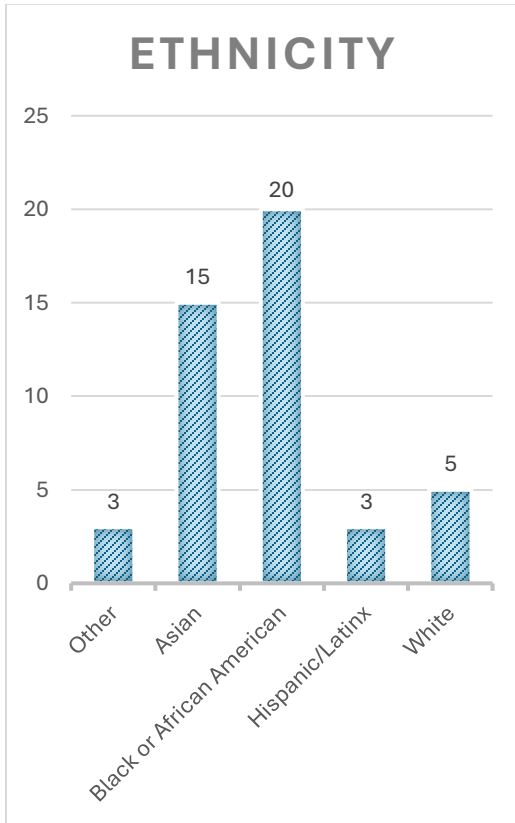
Empower yourself and others by modeling strategies to foster leadership development.

Monday, June 26*	Tuesday, June 27*	Wednesday, June 28*
<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Class Activity Time Pajyeeb (PJ) Xiong Dr. Amy Seegmiller</p> <p>Programs with Certifications/ Mayo CIP Pajyeeb (PJ) Xiong Dr. Amy Seegmiller</p> <p>-----</p> <p>LaNorris Triplett (Virtual) Maya Pearson (Virtual)</p> <p>City of Rochester Tour Chao Mwatela</p> <p>Lunch/City Hall Tour 201 4th Street SE</p> <p>Wastewater Mgt. Tour 301 37th St NW</p> <p>Rochester Public Utilities (4000 E River Rd NE #2813, Rochester, MN 55906)</p> <p>End of the Day Reflection Pajyeeb (PJ) Xiong</p>	<p>Welcome & Agenda Pajyeeb (PJ) Xiong</p> <p>Sharing Experiences Pajyeeb (PJ) Xiong Dr. Amy Seegmiller</p> <p>Lunch with Program and NAACP Leadership Wale Elegbede</p> <p>Bringing it All Together / Impact of RISE Pajyeeb (PJ) Xiong Dr. Amy Seegmiller</p> <p>Mentors meet and greet / Chronus Software Review Pajyeeb (PJ) Xiong</p> <p>End of Program Reflection/Evaluation Pajyeeb (PJ) Xiong Dr. Amy Seegmiller</p> <p>GRADUATION EVENT 6:00 PM – 8:00 PM Karen Helfinstine John Poe</p>	<p>TEAM BUILDING FUN DAY</p>
<p>Community Tours and Engagement</p>	<p>Financial Literacy Reflections Bringing it All Together Mentor Meetings</p>	<p>Team Building Activities</p>



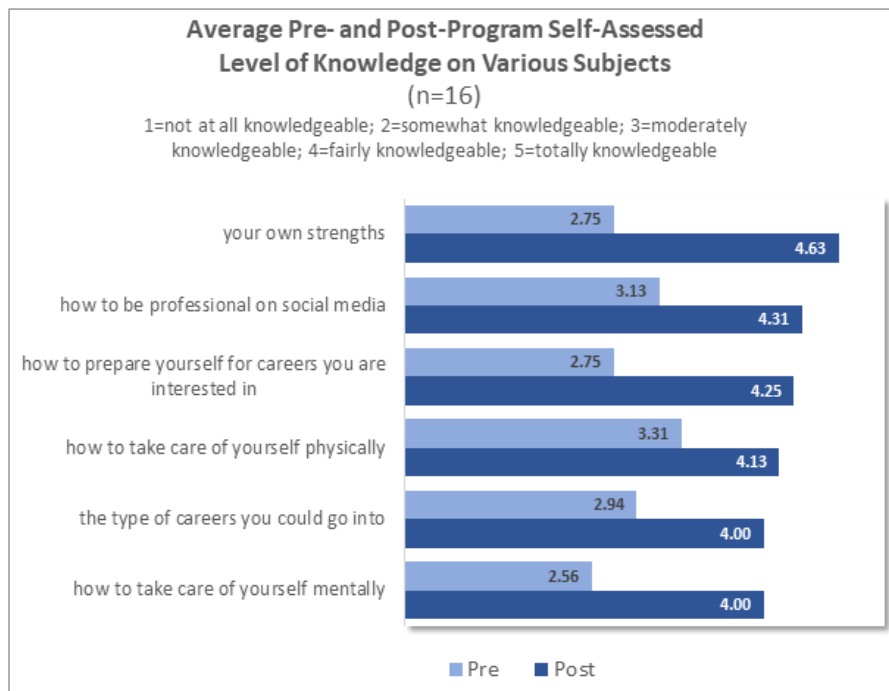
Demographic Data

Ethnicity, Gender, & Education Level:



Program Evaluation:

The goal of the evaluation program was to: a) track participants' growth in confidence and knowledge over the course of the program, b) gather participants' assessment of the various program components for use in continuous improvement efforts, and c) understand the impact of program on the participants.



Qualitative Comments:

Briefly describe what a couple of the most impactful activities were for you and why.

“The most impactful activities were lunch with learners and entrepreneurship with Henna and Hijabs. I think they were most impactful to me because it made me become more inspired. Hearing other stories and getting advice from the older learners gave me hope for what's to come and sparked a bit of enjoyment inside for what's to come.”

“I really enjoyed Tom Thibodeau coming in and speaking to us. His eye contact was powerful and knew how to get us engaged. His charisma and passion for helping young people succeed was evident. Going into labs were really exciting. I liked the wastewater plant and RPU. There are plenty of careers that we got exposed to I had no idea about! The Juneteenth play was really fun.”

“The most impactful activities for me includes cooking, Tom's paper bridge activity, and the social media project because they all involved collaboration and breaking the ice between peers. It taught leadership and teamwork skills as well as a chance to talk to peers and connect as a group.”

If you were leading RISE, what changes would you make to the program?

“If I were to lead RISE, I would encourage the speakers to provide the scholars with more interactive presentations. This year, we found the scholars to be more engaged in those speakers who not only provided us with impactful presentation, but also encouraged us to get up and apply what they're teaching.”

“I would make the conversations with the leaders and learners longer because they bring so much information and experience that is so valuable for us to learn. I would also have the advisory board get a heads up about what information is being presented because I think they would be able to give good insight.”

“If I were on RISE in the future I would include more areas of interest for careers and also work on more engaging activities through the lessons.”



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