

# MENTORSKA PODRŠKA ROMIMA STIPENDISTIMA KOJI SE ŠKOLUJU ZA ZDRAVSTVENE PROFESIJE

## SADRŽAJ:

<i>Očekivanja od projekta i mentorstva</i>	1
<i>Zajednički naučno-istraživački rad</i>	2
<i>Regionalni sastanak u Snagovu, Rumunija</i>	3
<i>Saradnja sa medijskom komponentom projekta</i>	3
<i>Sastanak romskih studenata i mentora</i>	4
<i>Centar - Škola javnog zdravlja i zdravstvenog menadžmenta</i>	4



FONDACIJA ZA OTVORENO DRUŠTVO, SRBIJA  
OPEN SOCIETY FOUNDATION, SERBIA



## OČEKIVANJA OD PROJEKTA I MENTORSTVA

Projekat „Mentorska podrška Romima stipendistima koji se školuju za zdravstvene profesije“ se uspešno sprovodi već četvrtu godinu zaredom sa ciljem da obezbedi jednogodišnje mentorstvo romskim studentima koji pohađaju fakultete zdravstvenih struka u Republici Srbiji (medicinski, stomatološki i farmaceutski fakulteti) i koji učestvuju u programu dodele stipendija Romskog obrazovnog fonda za zdravlje romske populacije.

Nosilac projekta je Centar - Škola javnog zdravlja i zdravstvenog menadžmenta, kao organizaciona jedinica Medicinskog fakulteta Univerziteta u Beogradu, dok je projekat finansiran od strane Fondacije za otvoreno društvo iz Beograda, kao dela međunarodne mreže Fondacije za otvoreno društvo čiji je osnivač Džordž Soroš.

Poslednjom godinom projekta (2013/2014) obuhvaćeno je ukupno 25 studenata dodiplomskih i poslediplomskih studija na fakultetima zdravstvenih struka u Srbiji sa 3 Univerziteta: Beograd (4), Niš (8) i Novi Sad (13). Podršku im pruža 16 mentora koji su profesori, docenti i asistenti na fakultetima zdravstvenih struka u pomenutim univerzitetskim centrima.

Do sada je u projektu učestvovalo 55 studenata kojima je pomoć i podršku pružalo 28 mentora. Važno je napomenuti da bi projektom bilo obuhvaćeno još više studenata i mentora da nije 2013. godine došlo do promene politike Romskog obrazovnog fonda prema kojoj pravo stipendiranja imaju samo stari korisnici stipendija.



Svi studenti su imali obavezu da napišu na jednoj strani papira svoja očekivanja od mentorstva i projekta, koja su potom dali svojim mentorima i jedan primerak poslali rukovodećem timu projekta. Oni su u svojim esejima navodili da od mentora očekuju da im posveti vreme, da ih sasluša i da im pomogne, da očekuju pomoć u procesu učenja i savladavanja gradiva i da im sugeriše način za prevazilaženje problema, da im postane prijatelj, da uspostavi sa njima dobru komunikaciju, da formira odnos koji će biti razvojnog karaktera, da bude podrška i potpora u kriznim situacijama, da obezbedi povratnu informaciju i procenu napredovanja i da im bude oslonac u suočavanju sa problemima. Nekoliko studenata je navelo da im je potrebna pomoć u naučno-istraživačkom radu u vidu saveta kako da nauče da pišu stručni rad i u pripremi za učešće na kongresima i skupovima zdravstvenih radnika. Takođe, nekoliko njih je izrazilo razumevanje i simpatije za probleme Romske populacije u Srbiji. Jako je važno da su mentori upoznati sa očekivanjima svojih studenata kako bi mogli da se pripreme i planiraju aktivnosti tokom projekta i da odgovore na njihove potrebe.

# ZAJEDNIČKI NAUČNO-ISTRAŽIVAČKI RAD

Rukovodeći tim projekta je zajedno sa romskim studentima iz prve tri generacije RHSP-a napisao dva apstrakta (znanje Romkinja o HIV-u i evaluacija mentorskog projekta) koji su prezentovani na šestoj evropskoj konferenciji o javnom zdravlju održanoj od 13. do 16. novembra 2013. godine u Briselu. Prof. dr Snežana Simić je predstavila pomenute apstrakte. Ispod je poster sa kongresa na engleskom jeziku o evaluaciji mentorske komponente RHSP-a.



## Evaluation of Roma Health Scholarship Program mentoring component in Serbia – promising results

**Simic S<sup>1</sup>, Jankovic J<sup>1</sup>, Arsic S<sup>2</sup>, Plecas S<sup>3</sup>, Dimitrov D<sup>3</sup>, Micic V<sup>3</sup>, Grujic A<sup>3</sup>, Milunovic V<sup>4</sup>**

<sup>1</sup>Institute of Social Medicine, Faculty of Medicine, University of Belgrade, Belgrade, Serbia  
<sup>2</sup>Institute of Anatomy, Faculty of Medicine, University of Nis, Nis, Serbia  
<sup>3</sup>Faculty of Medicine, University of Novi Sad, Novi Sad, Serbia  
<sup>4</sup>Faculty of Medical Sciences, University of Kragujevac, Kragujevac, Serbia



### Background

**Roma Health Scholarship Program** (supported by Roma Education Fund and Open Society Foundations) is combination of academic scholarships, tutoring, mentoring, camps and media outreach components.

**Mentoring component** of this program is applied to all universities in Serbia since 2010 and supports Roma medical students to achieve academic inclusion with potential to challenge prejudice and discrimination of Roma people within health system.

**The aim of this paper** is to evaluate three years mentoring program component achievements (2010/2011; 2011/2012 and 2012/2013 school years).

### Methods

Two forms of evaluation were performed: formative at the beginning, and summative at the end of each year of program implementation followed by two meetings of Roma students and their mentors to discuss evaluation results.

- Formative evaluation** is based on small essay about student's expectations and mentor's motivation letter with self assessment questionnaire.
- Summative evaluation** is based on mentorship evaluation form.

Eight program outcome indicators were calculated including:

- number of students who completed academic year;
- success of students measured by number of exam passed and student's average mark;
- number of students who wrote paper for medical journals;
- number of students who wrote abstracts and participated in students meetings and congresses;
- Number of students who won Erasmus scholarship;
- number of students involved in activities of Roma NGOs;
- number of students who stay in program, and
- number of mentors who stay in program.

### Results

Mentorship component started in 2010/2011 school year with 12 students – 6 girls and 6 boys (medicine, pharmacy, dentistry and college of nurses) and 8 mentors.

However, this 2012/2013 school year 30 students (23 girls and 7 boys) and 16 mentors were involved from four public university centers in Serbia: Belgrade, Novi Sad, Nis and Kragujevac. Usually one mentor was responsible for two students at the same school.

From extensive evaluation results the most important is to stress that 70% of Roma students passed school year with marks in range of 7 - 9.3. Two medical students in Nis Medical Faculty are the best in their generation, one nurse at college for nurse in Novi Sad Medical Faculty graduated with highest mark and one Roma pharmacy doctoral student got position of research assistant at Novi Sad University. One third of Roma students participated in student's medical congresses and one third are active in Roma NGOs.

Basic outcome indicators state in project proposal were extracted from mentor's final reports, evaluation questionnaire and other project documentation. Students significantly improved their marks during mentorship program, two of them participated at one national and one international congress. Those involved in Roma NGOs took leadership in planning activities, helping younger colleagues in preparation for enrolment at medical schools and participated in Census (2011) mobilizing Roma people to give personal data and to confirm their identity as citizens of the Serbia with slogan "I am Roma".

### Conclusions

Provision of scholarship and mentorship activities for Roma university students have proved to be a very efficient means for improvement of the Roma education status and enhancement of their professional competencies.

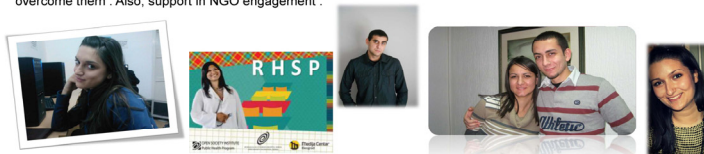
### Main message:

**Roma student's academic inclusion during the last three years in Serbia has notable progress. From new Roma elite is expected to combat discrimination and advance accountability in Roma health care.**

### Formative evaluation performed at the beginning of the project implementation

**Expectation of students from mentorship program (small essay):** good relation with mentors, help in learning process, establishment of academic network, connections and consultation with other lecturers, support in gathering skills for everyday professional practice.

Help in personal development in terms of mentor's availability and understanding their problems with advices how to overcome them. Also, support in NGO engagement.



**Self-assessment of mentors – How good mentor are you? (questionnaire):** they appreciate individual differences among students and found it out as an important subject due to different students' capacities for progressing and for fulfilling their obligations.

For building scientific and social community mentors use the organization of scientific projects, directing of students to write research paper and providing them additional references, assisting in choosing topics for specialization, constantly pointing out civil initiatives as well as support activities related to the social life of the students.



### Progress evaluation - Student's Personal Development Plan

WHAT ARE MY STRENGTHS?	WHAT ARE MY WEAKNESSES?	WHAT ARE THE COMMON FEEDBACKS THAT I RECEIVE FROM OTHERS?	WHAT ARE FOCUS AREA PRIORITIES THAT I NEED TO IMPROVE?
Responsible (9)	Poor organizational skills (1)	Communicative, Sociable (11)	Better management of own time (11)
Communicative (7)	Lack of self-confidence (5)	Responsible (8)	Efficacy, Thoroughness in studying (7)
Diligent (6)	Lazy (5)	Witty, Happy (6)	Building of self-confidence (6)
Persistent (5)	Indecisive (3)	Diligent (5)	Decisiveness (4)
Optimist (4)	Hot-tempered nature, Rash (3)	Ambitious (3)	Motivation (3)
Ambitious (3)	Stubborn (3)	Attentive (3)	Control of hot-tempered nature (2)
Hardworking (3)	Emotional (3)	Retiring person, Introvert (3)	Greater social activity (2)
Intelligent, Creative (3)	Lack of time (2)	Tolerant (2)	Improvement of linguistic skills (2)
Leader (3)	Perfectionist (2)	Kind (2)	Persistence (2)
Patient (2)	Unsure (1)	Intelligent (1)	Improvement of computer skills (1)
Punctual (1)	Eccentric (1)	Stubborn (1)	Overcoming discriminatory barriers (1)

### Activities and resources that students need to meet set goals

ACTIVITIES	RESOURCES
Active learning (make more efforts, constant improvement, gain better work habits)	Scientific literature, Internet (electronic journals, online seminars), contacts with mentors, lectures, will, personal traits
To be engaged in scientific research (attend seminars, conferences, write scientific papers)	Scholarship, family budget, contacts with teachers, mentors, knowledge
To meet new people, to travel	Contacts with teachers, mentors, scholarship, family budget, local NGO
Start volunteering	Own will, contacts with project colleagues who are Roma activists
To control hot-tempered nature	Psychologist, mentor, self-control training, recreation
To quit smoking	Expert assistance in quitting smoking, mentors' help
To be devoted to out-of-school activities	Time, scholarship, family budget, talent

### Summative evaluation – evaluation questionnaire, mentor's reports

Roma students		Their mentors	
PROFESSIONAL BENEFITS	PERSONAL BENEFITS	PROFESSIONAL BENEFITS	PERSONAL BENEFITS
1. Support in getting important knowledge and skills.	1. Better organization of time, planning and goals setting;	1. Introduction with Roma students problems and mode of their solution;	1. Friendship with Roma students and commitment to join goals;
2. Suggestions and guidelines for future professional development.	2. Self-confidence, better satisfaction with themselves and self-esteem;	2. Better pedagogical knowledge and new knowledge and skill for different approach to students professional development;	2. Experience in social contacts;
3. New knowledge which is not possible to gain from books;	3. Teaching staff and other people on the project;	3. Recognition of important role of mentor for student's development;	3. Introduction and better knowledge in personal capabilities;
4. Help and experience in scientific work;	4. Belonging to the group, support from mentors and colleagues;	4. Improvement in communication with students and colleagues;	4. Friendship with creative and interesting people;
5. Cooperation with teaching staff and students and their help as well as involvement in academic network;	5. Development of critical thinking;	5. Huge satisfaction with Roma students achievements (my Roma student got better results than Serbian students - one of the answers)	5. „Permanently I will keep in my heart friendship established with my two Roma students. The best compliment I have got is that they considered me as another mum“.
6. Meeting with other students in RHSP and exchange of experience.	6. „Meeting good people available for advice and help“ (one of the answers).		

## REGIONALNI SASTANAK U SNAGOVU, RUMUNIJA

Rukovodilac mentorske komponente, doc. dr Janko Janković je učestvovao na godišnjem sastanku „Partnera programa stipendiranja za obrazovanje Roma u oblasti zdravlja“ koji je održan u Snagovu, Rumunija 16. i 17. jula 2014. godine. Takođe, po jedan predstavnik iz ostalih komponenti RHSP-a (*Roma Health Scholarship Program-a*) je učestvovao iz Srbije, kao i studentkinja Violeta Micić, korisnica RHSP stipendije koja je govorila o svojim iskustvima u projektu.

Dr Janko Janković je u okviru panel diskusije „RHSP promene i fleksibilnost u 2013/2014 akademskoj godini“ posvećene mentorskoj komponenti projekta i komponenti zastupanja govorio o preduzetim merama za ispunjenje preporuka (osmišljenih na prošlogodišnjem sastanku partnera u Sinaji, Rumunija) radi kvalitetnijeg i efikasnijeg rada u okviru mentorske komponente, kao i o dostignućima, izazovima i naučenim lekcijama iz mentorske komponente projekta. Razmenjena su iskustva sa kolegama iz okolnih zemalja (Makedonija, Rumunija i Bugarska), kod kojih su slični projekti u toku već nekoliko godina, pa će njihove ideje i aktivnosti biti od pomoći za unapređenje mentorske komponente projekta kod nas. Sastanak, kao i druženje posle njega je bilo konstruktivno i korisno za sve partnere u projektu. Svim zainteresovanim partnerima je podeljena publikacija vodiča za mentore, kao i promotivni liflet i Bilten o aktivnostima u toku treće godine projekta u Srbiji.



## SARADNJA SA MEDIJSKOM KOMPONENTOM PROJEKTA

U maju 2014. godine su rukovodilac projekta i pomoćnik rukovodioca učestvovali u seriji sastanaka (konferencija za novinare/ke) širom Srbije namenjenih promociji rezultata projekta i njegovih komponenta. Medijima su predstavljeni rezultati četvorogodišnje realizacije projekta i značaj podrške programa obrazovanju i obezbeđivanju boljeg života pripadnicima/cama romske manjine. Profesorka dr Snežana Simić je prisustvovala promotivnim sastancima u Kragujevcu (12. maj) i Beogradu (28. maj), dok je docent dr Janko Janković učestvovao na sastancima u Nišu (13. maj) i Subotici (19. maj). Pored koordinatora svih komponenti projekta, učestvovali su i studenti iz pomenutih gradova, tj. korisnici stipendija koji su pričali o svojim iskustvima. To je istovremeno bila prilika da se sa njima porazgovara o eventualnim problemima u okviru mentorske komponente, i da se predlože neke nove aktivnosti predstavnicima drugih komponenti ovog programa.



## SASTANAK ROMSKIH STUDENATA I MENTORA

Prvi zajednički sastanak romskih studenata i njihovih mentora u četvrtjoj godini projekta je održan 3. aprila 2014. godine na Medicinskom fakultetu u Novom Sadu, u svečanoj sali Dekanata.

Sastanku je prisustvovala većina studenata i mentora. Nekoliko njih je odsustvovalo zbog bolesti ili su bili sprečeni obavezama, ali je sastanak, kao i druženje posle njega bilo konstruktivno i korisno za razmenu iskustava o radu na ovom projektu. Prisutne je pozdravio dekan Medicinskog fakulteta u Novom Sadu, prof. dr Nikola Grujić, a potom je mentorka iz Novog Sada, prof. dr Ljubica Stojšić Džunja u ulozi domaćina govorila o svom mentorskom iskustvu i radu sa studentima na projektu. Rukovodilac projekta, doc. dr Janko Janković je imao izlaganje na temu „Mentorstvo, uloga mentora i personalni plan razvoja studentkinja i studenata u RHSP programu“, kako bi upoznao nove studente i nove mentore sa karakteristikama ove komponente projekta i obavezama u njemu, dok je pomoćnik rukovodioca, prof. dr Snežana Simić prisutne upoznala sa očekivanjima studenata u projektu. Potom je usledio razgovor studenata i mentora (podeljeni u dve fokus grupe), o dostignućima i nedostacima, naučenim lekcijama i planiranim aktivnostima mentorske komponente projekta. Po završetku sastanka je u restoranu Medicinskog fakulteta u Novom Sadu organizovan koktel ručak.

Sastanak je bio koristan za sve učesnike u projektu koji su, pošto nije bilo ovogodišnje zimске škole, imali prilike da po prvi put budu zajedno, da se malo bolje upoznaju, a stari i novi studenti, kao i njihovi mentori su imali prilike da razmene svoja iskustva i da realnije planiraju buduće obaveze. Nažalost iz Fondacije za otvoreno društvo, kao i iz Romskog obrazovnog fonda nije niko prisustvovao zbog unapred isplaniranih obaveza.



## CENTAR - ŠKOLA JAVNOG ZDRAVLJA I ZDRAVSTVENOG MENADŽMENTA

Centar - Škola javnog zdravlja i zdravstvenog menadžmenta Medicinskog fakulteta Univerziteta u Beogradu je nosilac mentorske komponente programa stipendiranja za zdravlje Roma (RHSP).

**MISIJA Škole** je unapređenje javnog zdravlja i zdravstvenog menadžmenta uz obezbeđivanje izvrsnih akademskih studijskih programa, programa kontinuirane edukacije, istraživanja i konsultacija za sadašnje i buduće generacije stručnjaka.

**VIZIJA Škole** je da obrazovanjem kadrova u oblasti javnog zdravlja i zdravstvenog menadžmenta formira stručnjake koji će biti spremni da se suoče sa ključnim izazovima u ovoj oblasti.

**Ciljevi Škole** su: obrazovanje sposobnih stručnjaka u oblasti javnog zdravlja i zdravstvenog menadžmenta, unapređenje znanja u javnozdravstvenim naukama, obuka istraživača u ovoj oblasti, promocija zdravlja u saradnji sa društvenom zajednicom i unapređenje procesa odlučivanja i formulisanja javnozdravstvenih politika.

### Kontakti:

Docent dr Janko Janković, rukovodilac projekta, (011) 2643-830;

e-mail: [drjankojankovic@yahoo.com](mailto:drjankojankovic@yahoo.com)

Profesorka dr Snežana Simić, zamenik rukovodioca projekta, (011) 2643-830;

e-mail: [snezanasimic50@sbb.rs](mailto:snezanasimic50@sbb.rs)

### Preporučene internet adrese:

Udruženje romskih studenata iz Novog Sada (tutoring i komponenta zastupanja)  
<http://www.urs.co.rs/>

Medija Centar Beograd (medijska komponenta)  
<http://www.mc.rs/>

Blog za korisnike RHSP-a  
<http://rhspserbia.wordpress.com>

Romska zdravstvena mreža  
<http://www.romahealthnet.org>

Romski obrazovni fond  
<http://www.romaeducationfund.hu/roma-health-scholarship-program>



[www.sph.med.bg.ac.rs](http://www.sph.med.bg.ac.rs)

