Mentoring for Inspiration and Action

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December 4, 2018
Agenda

- Welcome and Introductions
- Historical look at mentoring and why shifts have been happening
- What is Critical Mentoring?
- Deep dive into Critical Mentoring: Interactive Activity
- Applying what you have learned to your context
- Close out
Icebreaker

- Stand up and introduce yourself to someone you have not met and share with them what you hope to gain out of this session.
- Report out. Popcorn out some thoughts on what you hope to gain out of this session.
Origins of MENTOR

In 1990, Wall Street leaders Geoffrey T. Boisi and Raymond G. Chambers co-founded MENTOR: The National Mentoring Partnership to serve as an advocate for the expansion of mentoring and as a resource for mentors and mentoring initiatives nationwide.

MENTOR’s Mission is to fuel the quality and quantity of mentoring relationships for America’s young people and to close the mentoring gap for the one in three young people growing up without this critical support.

“You Can’t Build Skyscrapers Without Infrastructure”
The Evolution of the Mentoring Movement

Early 90’s
Big Brothers
Big Sisters

Past 25 Years
MENTOR builds the infrastructure necessary to support the growth of mentoring programs and a movement

OUR VISION
MENTOR unifies the movement through Affiliate expansion and advances mentoring as a cause category
The Need for Mentoring

One in three young people are growing up without a mentor.

This is the mentoring gap in America.

24 Million
Young people ages 8-18 facing risk factors

15 Million
Had a mentor
4.5 M structured
10.5M informal

9 Million
Never had a mentor
The Greatest Need

MENTOR is focused on connecting mentors to the 9 million young people who face multiple risk factors, leaving them prone to falling off track.
Impact of Mentoring
Research has shown mentoring has significant impact across multiple youth development outcome areas – often simultaneously.

Academic Achievement
- Boosted grades, attendance and test scores
- Increased reading and classroom skills
- Better prepared to attend and persist in college

Workforce Development
- Increased employment outcomes and job skills
- Greater earning and growth potential
- Increased career satisfaction and engagement

Mental Health
- Reduced depression, anxiety and suicidal thoughts
- More confidence
- Better relationships with peers and adults

Delinquency and Violence
- Reduced fighting, bullying, disciplinary referrals and suspensions
- Prevents juvenile justice youth from committing additional crimes
- Reduced use of drugs and alcohol

Research has shown mentoring has significant impact across multiple youth development outcome areas – often simultaneously.
### MENTOR Today

#### MENTOR Theory of Change

| Long-Term Outcomes (4-8 years) | Increased **effectiveness** and **sustainability** of the Network of Affiliates |
| Long-Term Impacts (7-10 years) | Increased **quality** and **capacity** of mentoring for youth in America |
| Long-Term Impacts (7-10 years) | Increased **investment** and **engagement** in mentoring in America |

| Increased networks of support for youth leading to strengthened communities (i.e. increase the mentoring effect by reducing the mentoring gap) |

#### Value Proposition

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<td>- <strong>Elements of Effective Practice for Mentoring™</strong></td>
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#### MENTOR Theory of Change

- **Number 1:** Increased **effectiveness** and **sustainability** of the Network of Affiliates
- **Number 2:** Increased **quality** and **capacity** of mentoring for youth in America
- **Number 3:** Increased **investment** and **engagement** in mentoring in America

#### Long-Term Outcomes

- **(4-8 years):** Increased networks of support for youth leading to strengthened communities (i.e. increase the mentoring effect by reducing the mentoring gap)

#### Long-Term Impacts

- **(7-10 years):** Increased **effectiveness** and **sustainability** of the Network of Affiliates
- **(7-10 years):** Increased **quality** and **capacity** of mentoring for youth in America
- **(7-10 years):** Increased **investment** and **engagement** in mentoring in America

#### Systems Change Leader

- Public Private Partnerships
- Collective Impact
Elements of Effective Practice for Mentoring, 4th Edition

- Recruitment
- Screening
- Training
- Matching
- Monitoring and Support
- Closure
- Program Management
Supplements to the EEPM

- STEM Mentoring (complete!)
- Mentoring BYMOC (complete!)
- Mentoring LGBTQ Youth (in production)
- E-mentoring (in process)
- Workforce Mentoring (in process)
- Group Mentoring (in planning)
- Critical Mentoring (in planning)
Critical Mentoring

- Mentoring is an effective strategy for youth development and boasts many evidence-based practices meant to ensure that young people with mentors perform well in school and avoid “risky” behaviors.

- Mentors often focus on academic preparedness and exposure to college and career without having open discussions about race, class, gender, sexuality and ability and how marginalized identities impact the way in which life in these spaces are experienced.

- Critical mentoring means integrating and interrogating context so that mentoring adolescents is culturally relevant and creates a space for honesty, critical consciousness and transformative relationship building.
Critical Mentoring

- A critical and culturally sustaining framework for providing mentoring and youth development services and programs. This includes the thoughtful and critical interrogation of context and how race, class, gender, sexuality and ability impact the young people we are serving.
The Need

- Youth are 18% of the global population and increasingly diverse.
- Today’s youth are facing an array of challenges having to do with race, class, gender and sexuality.
- Youth programs cite difficulty with cultural perspectives in service design and delivery and don’t typically have youth leading them.
Interactive Activity

- Deep Dive into Critical Mentoring: Interactive Activity around Youth Centrism
Application

- Applying what you have learned to your context
National Mentoring Resource Center & Office of Juvenile Justice and Delinquency Prevention

- The NMRC builds on OJJDP’s history, leadership, and investments in quality youth mentoring
- Currently wrapping up its 5 year
Supporting and Inspiring Native Youth

SUPPORTING AND INSPIRING NATIVE YOUTH

A critical orientation for mentoring programs and mentors who work with or in American Indian/Alaska Native communities

https://www.mentoring.org/program-resources/mentor-resources-and-publications/supporting-and-inspiring-native-youth/
NMRC Website

- Research Board-reviewed resources and evidence reviews on a wide variety of mentoring topics
- Practitioner blog posts
- Learning hub featuring tools, webinars, and e-learning modules
- OJJDP & Mentoring page
- Content rotates monthly
- Step by step instructions for requesting technical assistance
- Sign up for our e-newsletter to find out more!
NMRC Research Board

Reviews of special populations and specific program models
Reviews of mentoring programs using CrimeSolutions.gov
Reviews on specific program practices
Reviews of implementation resources
“Insights for practitioners” content to accompany each review
Research-based tools, including the Measurement Guidance Toolkit and Tools to Strengthen Match Support and Closure
Research track at the National Mentoring Summit
Supports TA related to program evaluation
NMRC Training and Technical Assistance

Customized, local TA for programs across the nation
Monthly webinar series on cutting edge topics in the mentoring field
Online modules addressing common TA needs
New grantee gathering that includes TTA and opportunities for community-building and peer-learning
Train-the-trainers for NMRC TA Providers to ensure the quality and relevance of their work
Questions?
Summary

- Visit www.mentoring.org
- Visit the National Mentoring Resource Center

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THANK YOU!