

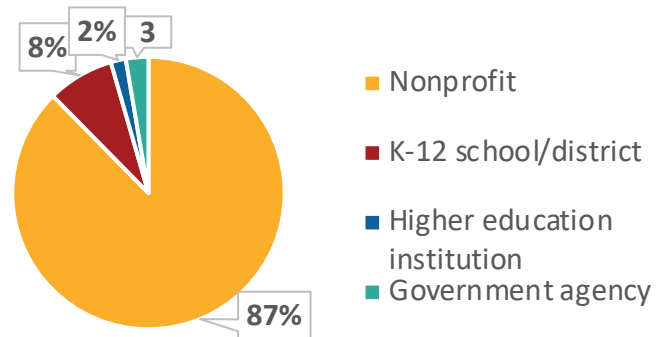
This is a summary of key data from the Maryland State Survey of Youth Mentoring Programs which was intended to capture information about the service providers offering mentoring relationships and activities to youth in communities throughout the region so that needed investment and capacity-building support for these programs can be maximized and key gaps addressed. Respondents represent organizations and institutions that operate youth mentoring programs in the state of Maryland, as well as the District of Columbia, from July 1st–August 28th, 2020. The full report which contains much many additional data points can be found here [hyperlink].

Survey Respondents

126 institutions and organizations completed the statewide survey. In total, these 126 organizations indicated they operated 502 distinct mentoring programs, with the vast majority offering one, two, or three distinct programs.

Of the 126, a majority of the programs are in Baltimore (63), Montgomery County (25) and Prince George’s County (24).

Type of Organizations That Offer Mentoring



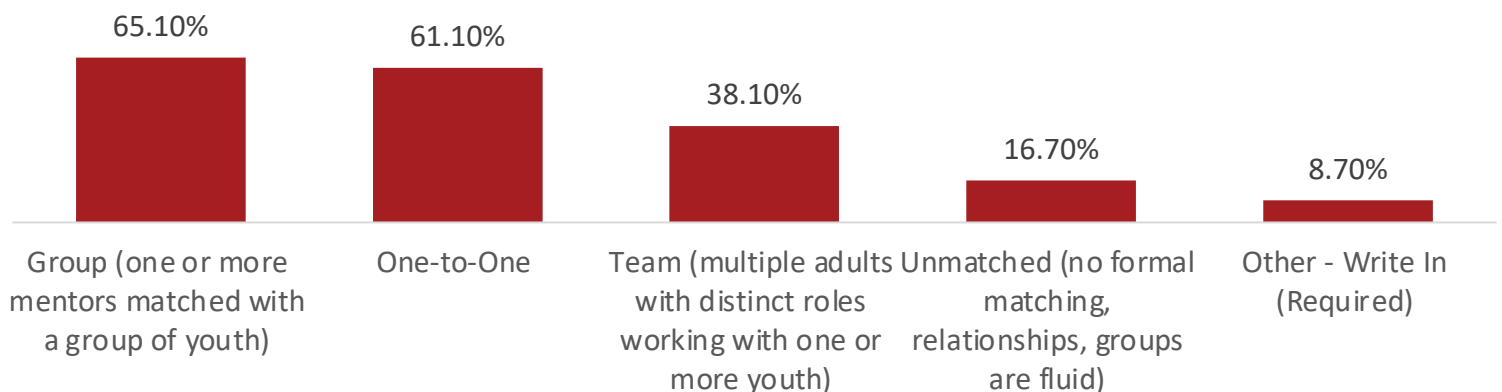
Organizational Basics and Mentoring Program Details

This section reviews the characteristics of the organizations that provide youth mentoring services, either through a single program or multiple programs offering different models of mentoring, as well as key details about these programs, such as their service locations, program models, desired youth outcomes, and budgets.

Characteristics of Mentoring Programs That Participated in Survey

- 44% of all mentoring providers reported no paid staff
- 65% of the mentoring organizations in the state/District reported 2FTE or fewer
- 71% of the organizations offering mentoring have budgets at or under \$50,000/year, with 43% of programs getting by with \$10,000 a year or less
- The 13 most well-resourced programs in the state/District represent 76% of all the funding spent on mentoring services in the state (of survey respondents)
- Only 9 organizations reported that their funding was diverse enough that no one source accounted for more than half of their annual mentoring budget

Service Structure of Mentoring Programs



Organizational Basics and Mentoring Program Details Continued

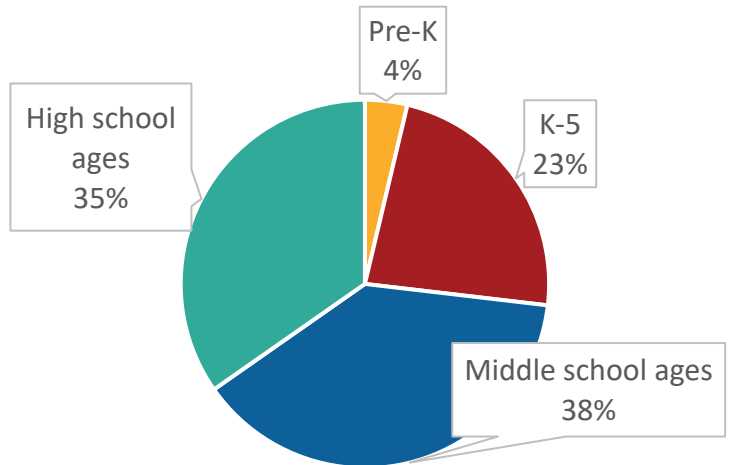
Who Is engaged in mentoring?

The 126 respondents served a total of **29,846 youth** in 2019. Survey respondents served an average of 237 youth per organization; 37 providers reported serving 20 or fewer youth; 110 reported serving 200 or fewer; and only 6 reporting serving over 1,000.

These organizations reported a total of **5,742 mentors**, for an average of 46 mentors per organization. Who serves as mentors?

- 82.5% adults from the community
- 32.5% program staff/paid positions
- 25.4% youth who are older than mentees

Age Ranges of Youth Served



Racial and Ethnic Composition of Youth Served

Mentoring organizations were asked to estimate the percentage of the youth they served who fell into certain racial and ethnic categories. Because of the sensitivity of this information, and the fact that some programs may simply not know or care to estimate this percentage, the results are reported only for those programs that provided a guess for that category.

Demographic Group	Estimated Number of Youth Served	Estimated Percentage of Total Youth Served
Black, Afro-Caribbean, or African American	18,377	62%
East Asian or Asian American	884	3%
Hawaiian or Pacific Islander	25	<1%
Latino or Hispanic American	5,629	19%
Middle Eastern or Arab American	161	<1%
Native American or Alaskan Native	196	<1%
Non-Hispanic White or Euro-American	2,810	9%
South Asian or Indian American	386	1%
Total Estimates	28,468	94%

Organizational Basics and Mentoring Program Details Continued

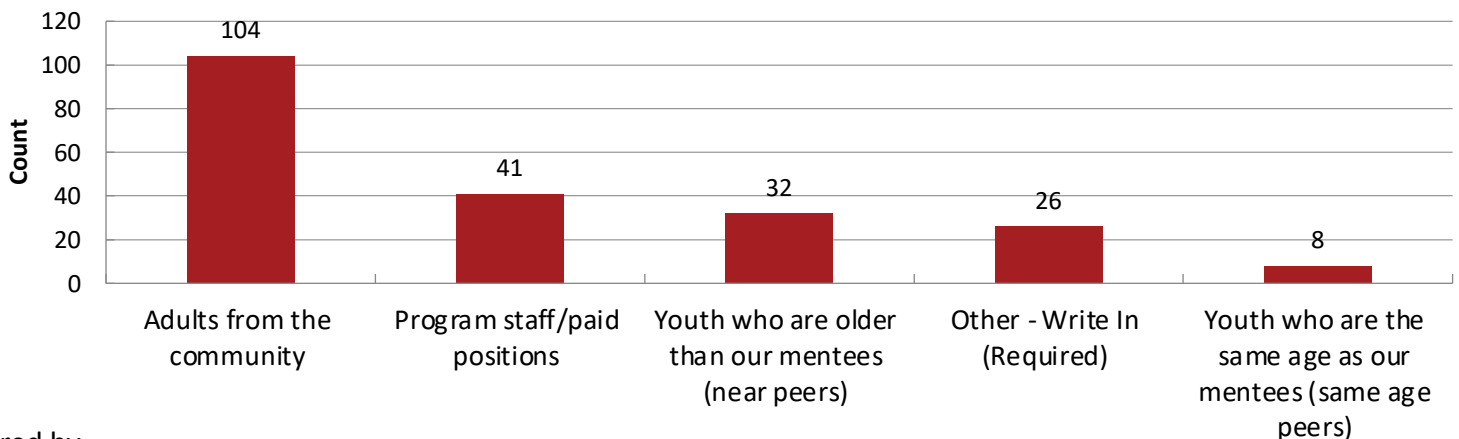
Racial and Ethnic Composition of Mentors

As with youth served, mentoring organizations were asked to estimate the percentage of the mentors who fell into certain racial and ethnic categories. Because of the sensitivity of this information, and the fact that some programs may simply not know or care to estimate this percentage, the following results are reported only for those programs that provided a guess for that category.

Group	Estimated Number of Mentors	Estimated Percentage of Total Mentors
Black, Afro-Caribbean, or African American	1,509	26%
East Asian or Asian American	348	6%
Hawaiian or Pacific Islander	12	<1%
Latino or Hispanic American	315	5%
Middle Eastern or Arab American	73	1%
Native American or Alaskan Native	3	<1%
Non-Hispanic White or Euro-American	2,468	43%
South Asian or Indian American	21	<1%
Total Estimates	4,749	83%

While these data are somewhat incomplete estimates, they are instructive and indicate a need to further examine the disparity in racial matching in mentoring relationships, continue to diversify recruitment, and examine messaging and marketing that may prevent some adults from becoming more involved in these types of mentoring services. Compared to the demographics of youth served, mentors in the state and District are disproportionately White, with fewer Black and Latinx mentors than one might expect given that over 80% of the youth in mentoring programs are in these two groups. This suggests that further outreach into communities of color is needed to produce a pool of mentors that is representative of the backgrounds of the youth receiving mentoring. While this is an issue for the mentoring movement broadly, it is more pronounced in Maryland and the District than in other parts of the country.

Groups Serving as Mentors

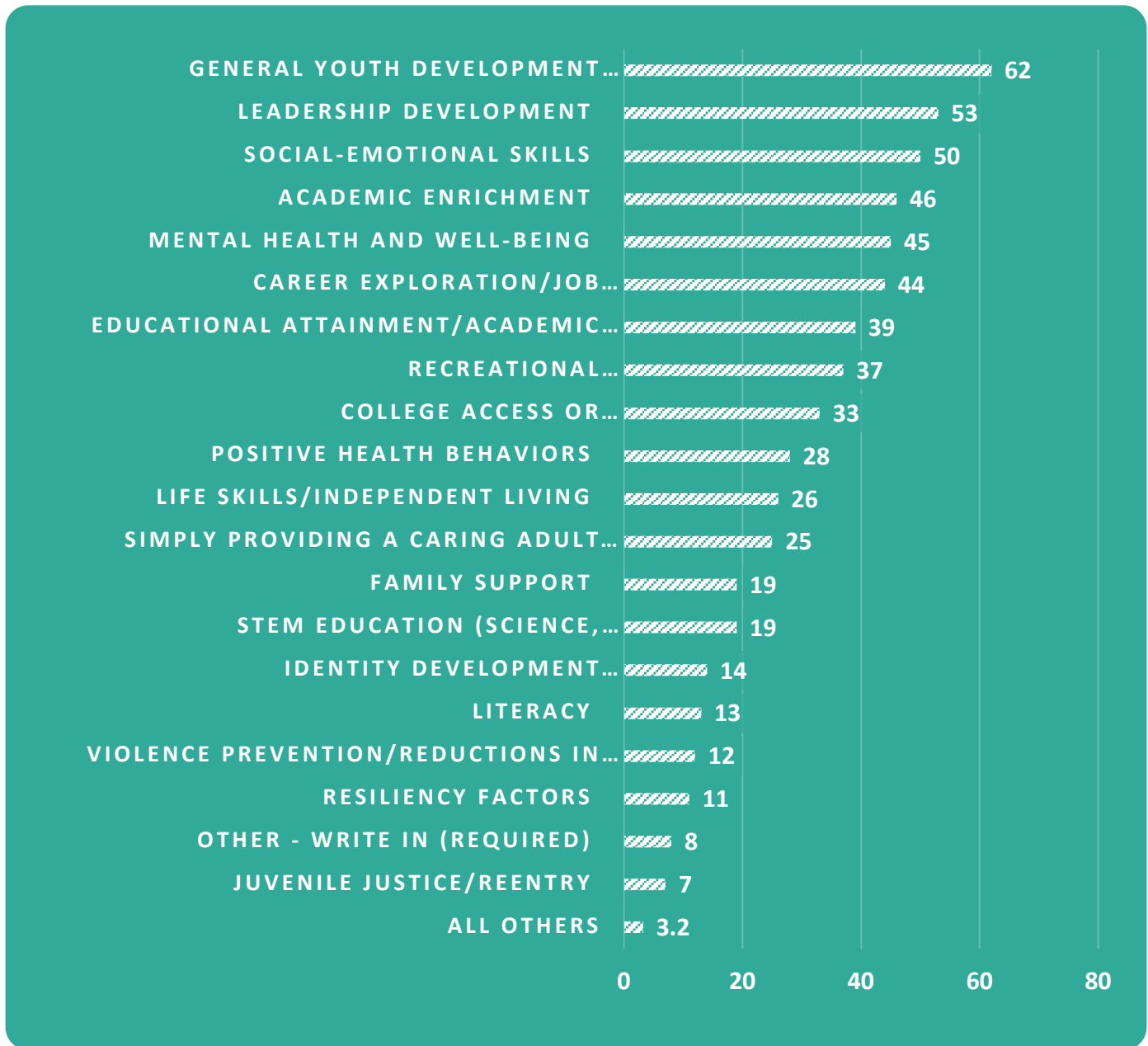


Organizational Basics and Mentoring Program Details Continued

Goals of Mentoring Services

This survey asked mentoring providers to choose up to five (5) **core outcomes or goals that their programs were working to achieve**. Most organizations emphasize:

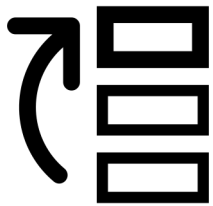
- positive youth development
- leadership development
- social-emotional skills
- academic enrichment



Organizational Challenges and Perceptions of MENTOR Maryland | DC

Goals of Mentoring Services

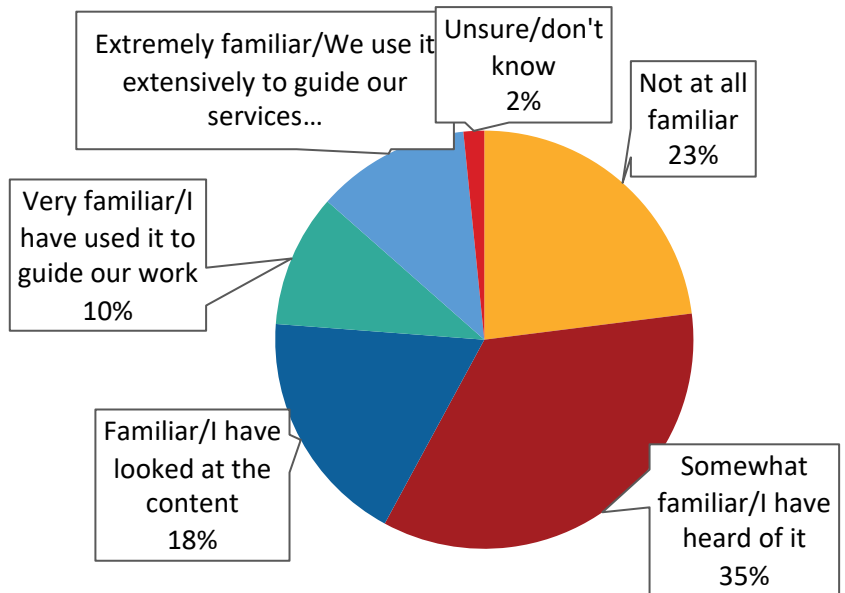
Respondents were asked to rank their **top five (5) challenges and areas of need** from a pre-populated list. The top five ranked challenges were:



1. **Fundraising/grant writing**
2. **Coronavirus-related issues**
3. **Mentor recruitment**
4. **Parent/family engagement**
5. **Coordination of services with schools or other partner organizations**

Familiarity with the Elements of Effective Practice for Mentoring

A majority of programs (58%) have not used the material to guide their work, even if they are aware of the resource. This suggests that more efforts may be needed to engage programs in conversations about proven programmatic practices, even if they are operating models that would borrow discretely from this resource.



Ratings of Quality from Recipients of MENTOR Maryland | DC Services

While 37% of the survey respondents noted that they did not receive any help from the organization, those that did largely reported positive experiences. Of those who received help from MENTOR Maryland | DC, 80% rated the quality of that help as "Excellent" or "Very helpful/high quality."

