

A woman and a young girl are climbing a red rope net at a playground. The woman is on the left, wearing a grey blazer and blue jeans, smiling. The girl is on the right, wearing a light blue shirt and pink pants, also smiling. The background shows a green lawn and a white house with a blue roof. The entire image has a semi-transparent red overlay.

BCYF Youth Development Series: Best Practices for Group Mentoring

Tuesday, June 22, 2021



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Welcome

Webinar Logistics



- Please remain muted unless called upon by speaker.
- Use the chat-box for comments, questions, ‘aha’ moments, additional resources, and responding to requests from the speaker; make sure to type to all “panelist and attendees”.
- You may also raise your hand for when the speaker asks/calls on volunteers.
- Towards the end of the presentation, we ask that you please complete our session evaluation.
- Additional questions that you may have are to be held until after the evaluation process is complete!
- Remember, things happen. So, please give us and each other “s p a c e” and *grace*!
- **Have fun & learn!**

ABOUT: BALTIMORE CHILDREN & YOUTH FUND



The Baltimore Children and Youth Fund (the Fund) is a \$12 million non-lapsing fund dedicated to supporting Baltimore’s children, youth, and young adults. The Fund was launched in 2015 by Baltimore City Council President Bernard C. “Jack” Young and approved by voters in November 2016 with over 80 percent support.

In 2017, a Task Force of community leaders, youth program service providers, City government representatives and other key community representatives was convened to make recommendations on the Fund’s governance and operations. The Task Force presented recommendations which stressed the importance of racial equity and community empowerment as core principles guiding the Fund’s design, and developed the following guiding values under which to operate:

- Our work is informed, driven and led by youth voices, and
- Our work both advances equity and is welcoming and supporting of all races, classes and gender identities, and
- Our work is accountable and impacts to local communities, neighborhoods and places where young people connect, and
- Our work is not politically-driven and promotes confidence from the caring networks of Baltimore’s young people, and
- Our work inspires new partnerships and new approaches to philanthropy to advance Baltimore’s young people, and
- Our work is focused, expedient, and conducted with urgency.

ABOUT: BALTIMORE CHILDREN & YOUTH FUND



GUIDING VALUES & PRINCIPLES

1. **Racial Equity:** The entire grant review process must be built on racial equity. We should clearly identify and directly address how society's power structures show up in the operation of the Proposal Review Panel, including how assumptions about race may figure into the decision-making process. Specifically, white people should not dominate or drive the conversation. Additionally, the evaluation of different programs should include a basic understanding and appreciation of the cultural resources and assets within each community.
1. **Intergenerational Leadership:** In the West we often greet each other by saying, "How are you doing?" The Maasai people of East Africa greet each other by asking, "How are the children?" This greeting represents the idea that the well-being of the children defines the well-being of the community. The purpose of the Fund is to help the whole city of Baltimore to embrace and live out the worldview embodied in this Maasai greeting. Specifically, the well-being of our children is everyone's responsibility. The Proposal Review Panel must include youth leaders along with adults. Having different generations work together will reflect how our entire community must work together to improve the quality of life for our young people.
1. **Community Ownership:** The purpose of the Fund is to provide the communities typically seen as merely recipients of services with equal, authentic decision-making power to disperse the Fund's resources. This means that the members of the Proposal Review Panel should reflect the totality of our community. Specifically, the Proposal Review Panel must include a variety of people who are highly committed to the communities they serve.
1. **Collective Decision-Making:** "Gatekeeping," when one person has too much power in a decision-making process, marginalizes the people and communities who are most hurt by structural racism. Gatekeepers can use their power to circumvent community accountability and limit access to power and resources. Therefore, the Proposal Review Panel must structure its decision-making process to be collective, not individual. Specifically, the Proposal Review Panel will work together truly as a group to make decisions.

About this series.



~~Session 1: Community-Based Mentoring Program Design – Tues, April 27~~

~~Session 2: Small Group Session – Sat, May 1~~

~~Session 3: Virtual Programming to Engage and Retain Youth – Tues, May 25~~

~~Session 4: Small Group Session – Sat, May 29~~

Session 5: Best Practices for Group Mentoring - Tues, June 22

Session 6: Small Group Session - Sat, June 26

Session 7: Partnership Development 101 for Community Based Mentoring Programs - Tues, July 27

Session 8: Small Group Session - Sat, July 31

Session 9: Incorporating Authentic Youth Voice and Creating Youth-Friendly Programming - Tues, Aug 24

Session 10: Small Group Session - Sat, Aug 28

Session 11: Engaging Families in Youth Development Activities - Tues, Sept 28

Session 12: Small Group Session - Sat, Oct 2

Session 13: Youth Development 101 for Coaches - Tues, Oct 19

Final Session: Baltimore City Virtual Youth Development Forum - TBD

Register for future parts: <https://bcyfund.org/events/>

Register for Individual TA: <http://bit.ly/bcyftraining5>

AGENDA



- i. BCYF Overview**
- ii. Who is MENTOR Maryland | DC?**
- iii. Meet The MENTOR Maryland | DC Team**
- iv. Support & Resources for YOU**
- v. Group Mentoring Introduction & Discussion**
- vi. Video: Men2Boys Group Mentoring Program**
- vii. EEPM Best Practices**
- viii. Extra Best Practices**
- ix. Video: BAM Group Mentoring Program**
- x. What's Next**
- xi. Close**

MENTOR Maryland | DC: ABOUT

Our young people deserve quality mentoring experiences.

Since Maryland's affiliate of [MENTOR: The National Mentoring Partnership](#) launched in 2018, **MENTOR Maryland | DC** has sought to uplift the urgency of a march toward quality mentoring.

With the mission and vision to increase the quality and quantity of mentoring relationships across the country and to **close the mentoring gap**, we know programs can only do this when they feel supported, empowered and have the tools and resources to sufficiently carry out safe and effective mentoring relationships.

[MENTOR Maryland | DC](#) is a non-partisan organization that galvanizes the Maryland mentoring movement. We serve as community-based experts and create statewide infrastructure to expand quality relationships for young people.

We fulfill this role through our unique role as a unified clearinghouse for training, research, public awareness, mentor recruitment, and advocacy. MENTOR Maryland | DC provides the critical link between MENTOR's national efforts and local organizations and programs that foster and support quality mentoring relationships across the state.



Meet Our Team!



Olivia James
Marketing & Comm VISTA



Dakotah Shamblin
Program Outreach VISTA



Antoine Baggett
Balt City Schools Mentoring VISTA



Renee Angelo
Program Outreach Manager



Sara Haile
Operations Manager



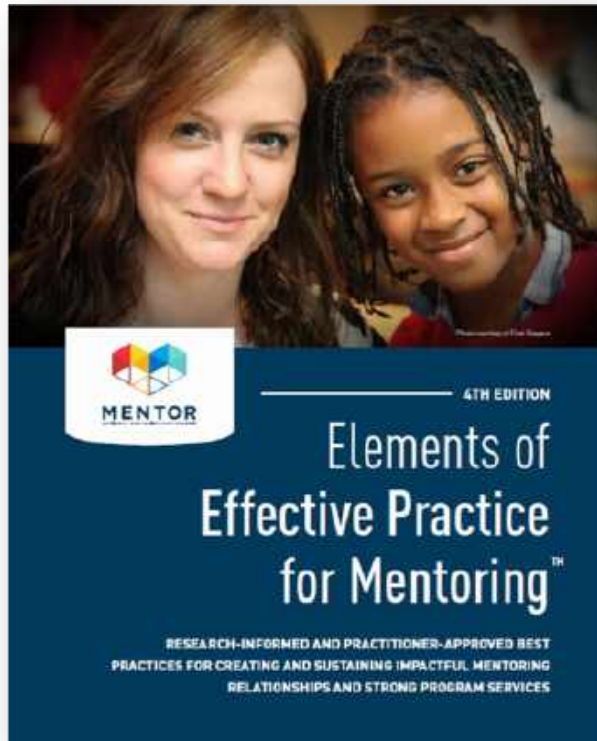
Sadiq Ali
Executive Director

What does our support look like?



- Connection to National Mentoring Partnership; resources, best practices, trainings, etc. (including National Mentoring Summit) – www.mentoring.org
- FREE Program Consulting/Technical Assistance via NMRC (National Mentoring Resource Center) – www.nationalmentoringresourcecenter.org
- Access to Mentoring Connector – <https://mentormddc.org/mentoringconnector/>
- Local, customized trainings, roundtables, communities of practice – <https://mentormddc.org/events/>
- Promotion of mentoring best practices: [**The Elements of Effective Practice for Mentoring**](#)
- Access to NQMS (National Quality Mentoring System) / Soon MM Quality Program Partners
- Connection to funding opportunities – www.grants.maryland.gov
- Access to <https://www.mentoring.org/resource/start-a-program/>

Additional Tools



Feedback from Recent Recipients of Technical Assistance

“ Our TA Provider was wonderful and took the time to understand our program, our strengths, and areas for improvement. They were extremely easy to work with; wonderful communication via email, phone, and face to face. We look forward to collaborating in the future to continue improving our program. ”

“ Our TA Provider was easy to work with and helped our organization strengthen programs while ensuring that we were knowledgeable about new resources, requirements, and trends in mentoring. ”

How Do I Request Free Technical Assistance?
Visit us online: www.nationalmentoringresourcecenter.org

1. Click the button titled *Request No Cost Help for Your Program*
2. Click the *Submit A Request* button
3. Submit your detailed application
4. Your request will be reviewed by MENTOR and if approved, matched to a technical assistance provider.

- [Mentoring Boys of Color Guide](#) (2016)
- [STEM Addendum to EEP](#) (2018)
- [LGBTQ+ Addendum to EEP](#) (2019)
- [Masculinity Conversations Guide](#) (2019)
- [Youth Purpose Guide](#) (2019)
- [Social & Emotional Development Guide](#) (2019)
- [e-Mentoring Addendum to EEP](#) (2019)
- [Peer Mentoring Addendum](#) (2020)
- [Group Mentoring Addendum](#) (2020)

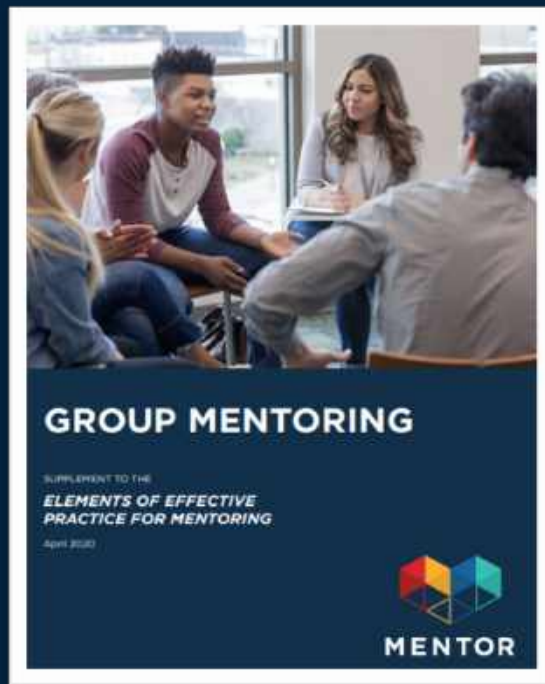
BEST PRACTICES for GROUP MENTORING

Brought to you by:



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Starring:





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Icebreaker Question 1

What do you
love about being
a member in
your different
groups?



What do you not
love about being a
member in your
different groups?



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Icebreaker Question 2

How would you define Group Mentoring?



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GROUP MENTORING IS DEFINED AS....

A mentoring program in which a mentor (or small number of mentors) works with multiple youth in an ongoing, set group.

3 Models for **Group Mentoring**

Standard Group	Co-Mentoring	Team Mentoring
one (1) mentor works with a group of four to six (4-6) youth.	two to three (2-3) mentors work with a larger group of eight to twelve (8-12) youth.	a group of mentors (4+) with specific and complementary skill sets work with a group of 15+ youth.



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What are some examples of Group Mentoring?



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Your Thoughts?





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Did you know?

While only serving as 19% of all mentoring programs, **Group Mentoring** has positively impacted upwards of 35% of all mentees. Just slightly over the percentage of those served exclusively in one-to-one mentoring models (34%).



**In one word, what
are some benefits
to Group Mentoring?**



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GROUP MENTORING WORKS! HERE'S HOW:



It's LESS time intensive.

Group Mentoring cuts down on staff time and time spent with mentees since the model is collaborative and shared.

Uses the power of peer relationships.

Mentees develop a relationship with one another, which forges accountability. These relationships usually carry on beyond the mentoring program.

Attracts more volunteers.

Some volunteers prefer to work in a group than one-on-one as it's a way for them to have flexibility and use their strength for the group.

Mentees get multiple viewpoints.

Group mentoring supports a diversity of perspectives, allowing the protégé to get ideas from more than just one mentor.



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BEST PRACTICES

According to the Elements of Effective Practice in Mentoring 4th Edition



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RECRUITMENT

- Program prioritizes the recruitment of individuals who have education, employment, or training in:
 - o group facilitation skills with youth
 - o empathic listening
 - o strong social skills
 - o implementing a curriculum with fidelity (when relevant)



Pro Tip

Target recruiting efforts towards active and retired teachers, military leaders, trainers, counselors, etc.

SCREENING

- Program should assess if prospective mentees would benefit specifically from being in a group program with peers or if an exclusively adult mentoring relationship or some other intervention might be a better fit.



Pro Tip

Implementing a personality test (Myers-Briggs) could be an indicator if group mentoring is the right fit.

TRAINING

- If there is more than one mentor in a group, training on group co-facilitation skills, including how the mentors' partnership will work, planning and leading activities together, building relationships individually and together, conflict resolution, sending consistent messages, and developing shared goals and methods.



Pro Tip

Have mentors use collaborative apps like Google, Slack, etc. for easier communication and task sharing.

MATCHING

- If the mentees know each other prior to joining the program, staff should consider the youths' prior history together when assigning them to mentoring groups (*e.g., check to see if any participants are bullies or victims of bullying, if youth have “enemies” in the group, or if youth are close friends, and avoid placing these pairs together in the same group*).



Pro Tip

Don't just avoid, but ADDRESS. Let the mentees know you're aware, and you're supportive of change.

MONITORING & SUPPORTING

- Program staff members should also ask mentees about their relationships with their mentors and other members of the group.



Pro Tip

As a fun exercise, allow mentees to evaluate mentors just as they would be on their 1st job.

CLOSURE

- Program should provide mentors with strategies for closing each meeting with rituals that encourage reflection on the group members' relationships and personal growth and allow each member to say goodbye in ways that mirror the ultimate closure of the group.



Pro Tip

Give groups a unique name that symbolizes their time together. Ceremonies are morale boosters too!

Taking ACTION!



Reflecting on the 'Best Practices based on the EEPM', Let's have an open discussion about one or more of the following:

- A. Which one(s) are you already doing? How is it working?
- B. Which one(s) can you easily implement now?
- C. Which one(s) would you find most challenging to execute?



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"EXTRA" Best Practices



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Reflection & Safe Sharing for Mentees

- This is what puts the “mentoring” in group mentoring. This work is what allows youth to truly be in a relationship with one another and to open and share their authentic selves.



Pro Tip

Have consistent open discussions, Peer-to-Peer activities, mini-groups/accountability partners.

Flexible, Structured, Youth-Led Activities

- Activities should be as youth-led as possible so that they are empowered to collaborate with one another, stretch themselves in meaningful ways, and feel an organic sense of ownership and belonging to the group.



Pro Tip

Implement activities such as team games, sport games, board games, escape room, etc.

Equal Opportunity Engagement

- Shy youth or youth who are less comfortable in groups can easily be pushed to the side by more boisterous, confident, or naturally social mentees, and their mentors will need to pay close attention to who is not participating fully and who is dominating the spotlight.



Pro Tip

Pair shy youth, with more confident youth. Be mindful of naturally formed “kliqs”.

Emphasize Safety & Belonging

- Mentees want to feel that the group mentoring program they're in, is a sense of belonging combined with a sense that this is a safe place for them. When mentees feel safe and a sense of belonging, they subsequently see the group mentoring program as a place that:
 - o offers unconditional support to members
 - o allows participants to normalize their experiences by comparing to their peers
 - o builds identity, autonomy, and acceptance with others
 - o encourages learning
 - o makes them feel like it's an extended family

Pro Tip

This is **PRIORITY**. That's all.

Taking ACTION!



Reflecting on the **'EXTRA' Best Practices**, Let's have an open discussion about one or more of the following:

- A. Which one(s) are you already doing? How is it working?

- B. Which one(s) can you easily implement now?

- C. Which one(s) would you find most challenging to execute?



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Your Thoughts?





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Questions

(or comments)



REFERENCES



Kupersmidt, J., Stetler, R., Kuperminc, G., Garringer, M., & Shane, J. (2020, April). *Group Mentoring:*

Supplement to the Elements of Effective Practice for Mentoring. www.mentoring.org.

https://www.mentoring.org/wp-content/uploads/2020/09/group-mentoring-supplement-to-EEP_final.pdf

National Mentoring Resource Center. (2019). *Group Mentoring.* National Mentoring Resource Center.

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Upcoming MENTOR Maryland | DC Events



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Upcoming Events at MENTOR MDDC

TODAY | [Best Practices for Group Mentoring](#)

June 23 5:30p-7:30p | [DC Mentoring Town Hall #1](#)

July 7 11:00a-12:30p | [Combatting White Saviorism](#)

July 16 10:00a-12:00p | [DC Mentoring Town Hall #2](#)

Aug 3 3:00p-5:00p | [DC Mentoring Town Hall #3](#)

Aug 12-13 | [Maryland United 4 Youth Conference](#)

MARYLAND MENTOR & MOST NETWORK
MD4Y 2021 VIRTUAL CONFERENCE

REGISTRATION NOW OPEN!

Featuring keynotes, plenaries, breakout sessions, networking, statewide awards and more!

FREE ADMISSION FOR YOUNG PEOPLE!

REGISTER TODAY @ MD4Y2021.COM

Early bird pricing ends on May 27, 2021

For more info contact us at info@marylandmentor.net

THE TIME IS NOW!

MARYLAND UNITED 4 YOUTH CONFERENCE 2021

AUGUST 12 - 13, 2021

CONVENED BY:

MARYLAND MENTOR

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Register for all events: mentormddc.org/events



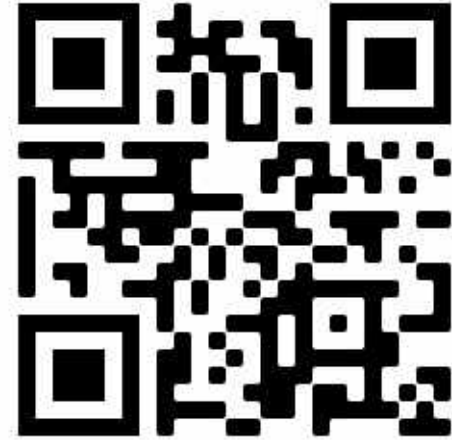
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Get Social with Us!



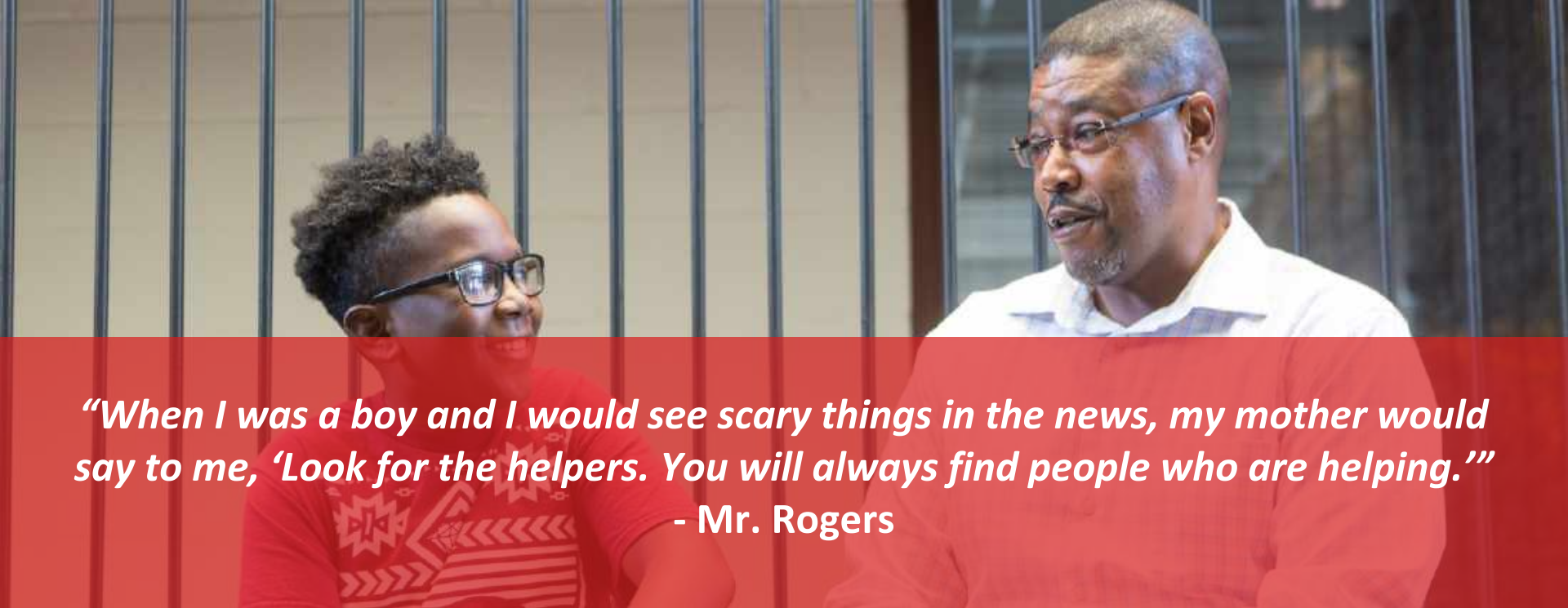
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Thank you!



PLEASE COMPLETE TRAINING EVALUATION
bit.ly/BCYFsurvey5

For a certificate of completion from today's training,
please email info@mentormddc.org



“When I was a boy and I would see scary things in the news, my mother would say to me, ‘Look for the helpers. You will always find people who are helping.’”
- Mr. Rogers



We look forward to hearing from you!

Contact:

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