



[00:00:00.090] - Kianna Bermudez

About mentor screening. We're going to be talking about mentor screening for success and safety today. So buckle in. It's going to be a lot of info, but it's going to be really great. So thank you all for being here. Before we jump into the content and introducing ourselves, just wanted to talk a little bit about who we are. So if you're unfamiliar with Mentor Maryland DC, we are Maryland and DC's, affiliate of Mentor, which is a national organization of Mentor, the National Mentoring Partnership. We launched in 2018 and our mission and vision is to increase the quality and the quantity of mentoring relationships across the country and close that mentoring gap. So we know we can do that by supporting programs like all of you who are here. So making sure that programs feel supported, empowered, and that you all have the resources to do that. So we provide trainings and we do research and we do things like this so that y'all can have all of the resources you need. So we're really glad you're all here today, and we are MENTOR Maryland DC

[00:01:05.810] - Kianna Bermudez

... and I just want to talk a little bit about some different offerings we have going on. We'll talk about these at the end when we go over resources as well. But I really want to highlight that we are connected to our National Mentoring Partnership. So that's where you'll find best practices of mentoring. There are some trainings on there. We have a National Mentoring summit that happens in January. You can find all that information on mentoring.org, which is our national parenting organization. We also provide free technical assistance and consultation to programs. So that's a great thing to take advantage of if you all are looking for any support there. And then some of these other items like being connected to our mentoring connector and access to different systems as well. So definitely take a look at these. We'll be sending out this PowerPoint after the training as well, so you'll have access to all of these links to look over to. All right, so just some quick logistics. I know you all have all probably been in so many webinars, especially after COVID, but just make sure that you're remaining muted unless you're called upon, that you're using the chat box and being engaging there. Throw any comments in there, any questions in there, any additional resources you think of we'd love to make sure that we're using that. You can also raise your hand if you have any things to add or questions or anything. Also, if you have any issues with connecting or hearing or anything, feel free to you can message Renee or Andrew who are both also with Mentor Maryland DC and they can assist you. And then towards the end of the presentation, we'll have a session evaluation and we just ask that you complete. So just we just ask for some space and some grace in this virtual world. But we are so excited to be here again with you all today.

[00:03:02.090] - Kianna Bermudez

All right. And then just setting up some of our community standards. So the goal of Mentor Maryland DC in this training and in really any gatherings that we're in, is to create community. That's like our biggest thing. We really just want to make sure we're creating community wherever we can, wherever we are. We believe that community is the cure and the foundation of learning, being seen, being heard. We also know that's what all of the youth that we all work with crave from us more than anything. So in order to do that, we have a few community standards we just want to go over and make sure we all agree to.

[00:03:31.890] - Kianna Bermudez



So our community is open to all, but we absolutely acknowledge the deep seated racism, sexism, homo and transphobia, misogyny and ableism that is pervasive in our country and our society. So we stand against these isms and actively work to this aim, especially with our youth. This means we have to also acknowledge it and acknowledge that we approach our work differently and beautifully. We want to share openly and listen more openly, but also be open when you're sharing might hurt some, so just be cognizant that you're like, AHA, yes, that's such a good point moment might be a trigger for someone, and so just be mindful of that, especially if you were to receive that feedback. Our third community standard is just being generous with positive assumptions. Don't be afraid to ask genuine questions. We've all heard the saying like assume positive intentions, and we ask that you do that here. That does not mean that impact can't be harmful, which is why we just ask if we're all feeling a certain way or if someone has a question about something, that you just turn that to wonder and questions and ask, I wonder why they said that or why they feel that way.

[00:04:39.070] - Kianna Bermudez

And being open to assuming positive things while also openly questioning and genuinely questioning. No matter your role here, this is one of my favorites. No matter your role here today, be a host. So while this space is being curated by our team here at Mentor Maryland DC, it is owned by all of us as hosts. Meaning we all have the ability to make everyone feel great and we can all approach one another with openness and warmth and create the space to be what we want. So we're all hosts of this space and we can all enjoy and be a part of this space. And it's all our responsibility to ensure that this is a space that we all feel good. In our next community standards, we don't endeavor to create safe or comfortable spaces, but rather brave spaces where discomfort can be explored and beliefs and practices challenged. So we know that learning and growth can be uncomfortable, which means that something might not feel great or comfortable. It does not mean we're in danger. So just making sure you're looking for the lesson in your emotions and reactions when that happens. And we want this community and experience to be supportive and educational, but also fun.

[00:05:46.660] - Kianna Bermudez

So bring your present self, whatever that might look like for you today. It is welcome. We're really glad to have you all here and connect in that way. And last but not least, no fixing, saving, advising, or correcting one another. So this is actually taken from one of our tools, the Touchstone for Developing Trust Framework. So this is somewhat self explanatory, but if you feel the need to deliver feedback, just make sure you're asking for permission first. But make sure you're listening. But thank you for chilling with me here and listening through all of these community standards. We just want to let everyone know that if our staff feels there's any violation of these standards, we'll make sure we are communicating that, but also that we have the right to speak one on one to folks while also seeking a resolution or removing someone from our training. We just want to make sure this is a space that we all feel great and comfy in. If you feel that there's a potential violation or anything, please message any of us at Mentor Maryland DC, and we would love to correct that and do our best to address it.

[00:06:49.480] - Kianna Bermudez



So are we all good? Can we all agree to these standards? Thumbs up. Awesome. All right, so we'll get into some introductions. So hi, that's me. I'm Kiana. I am the program outreach and support manager here at the Mentor Maryland DC. And I oversee the Greater Maryland region. I've been working in youth development and specifically mentoring for about six years. I am originally from South Carolina, so if there's any other Southerners, let me know in the chat. But I've been in Baltimore for six years now, so I claim it. And I'm an Americorps alum. I'm a first generation American born and a first generation high school and college grad. I also have two of my colleagues here and I can let them introduce themselves as well.

[00:07:45.430] - Kianna Bermudez

Hi, everyone I'm Renee Angelo-Mauk. My pronouns are she, they, and I'm the operations manager here at Mentor Maryland DC. My dog is also here potentially interrupting me, but I'll be happy to contribute where I can today. And I'm in the chat as well.

[00:08:03.050] - Andrew Lolavar

Hello my name is Andrew Lolavar. I'm the program outreach VISTA working with mentor maryland, DC. Now, I'm actually on my second term as an Americorps member, so all good.

[00:08:16.830] - Kianna Bermudez

Woohoo. So if y'all need anything today, they're your go tos in the chat. If y'all have any questions or need anything, but let's figure out what we're going over today, and then I love to hear who all of you are. So today we have a packed agenda. We're going to be doing an Icebreaker, talking about what we're learning today, an Intro to our elements of effective practice for mentoring. Talking through the standards and standard number two, which is screening, figuring out why we screen the principles and processes, get a little deeper into those background checks, and then we'll do a little review and reflection. So, jumping into our icebreaker. First, please introduce yourselves in the chat or unmute. I'd love to know who's here. I can literally only see two people on my screen as I'm sharing my screen. So feel free to share your name, your pronouns, and what program you're with. And then in a second, once we get that going, renee is going to share a jam board and we'll be able to share any questions we have regarding this topic and we'll make sure we're addressing those throughout. So name pronouns, program in the chat or unmute if you're feeling particularly chatty and want to hang and then we'll move over to Jamboard.

[00:09:29.730] - Renee Angelo-Mauk

We have it started in the chat. I think for time we'll keep it moving. I think we have almost everybody.

[00:09:34.480] - Kianna Bermudez

Woohoo.

[00:09:35.160] - Renee Angelo-Mauk

If you've not done it yet, let's do it. Well, I have the link ready when you're ready, Kiana.



[00:09:43.190] - Kianna Bermudez

I am ready. Do you need me to stop sharing so you can share?

[00:09:48.490] - Renee Angelo-Mauk

Oh yeah. You want me to share Jamboard? Yes, I can do that. Thank you.

[00:09:58.300] - Kianna Bermudez

I'm getting a look at the chat. Awesome. So many familiar names. Glad you're all here. Looking to see if I see any other Southerners. Well.

[00:10:29.450] - Renee Angelo-Mauk

Hey, Archbalani.

[00:10:34.050] - Kianna Bermudez

All right. Thank you for sharing that Jamboard.

[00:10:49.730] - Renee Angelo-Mauk

Yeah, whenever you stop sharing your screen, I'll share mine.

[00:11:04.070] - Kianna Bermudez

Woohoo. All right folks, so in the link that Renee dropped in the chat, and for those of you that just joined, we'll re drop that in the chat here in a second. We would love to just hear any essential questions you have and we'll see how many we can address throughout the training and then pop back over to this at the end. But Jamboard will be our friend today, so we'll be in here quite a bit. So if you're not familiar with Jamboard, over on the left you'll see the sticky notes and then you can click and type in your questions. You can make it any color you want and then you can just put that wherever you'd like. Beautiful Renee with the demonstration. So on it.

[00:11:49.380] - Renee Angelo-Mauk

And we're just on this first jamboard for now. Should say one up here. Leave your questions here. Thanks. For those who are still introducing themselves, welcome. We're on the first slide of this jamboard.

[00:12:34.850] - Kianna Bermudez

Good call.

[00:12:35.490] - Renee Angelo-Mauk

Natasha should be available. Let me drop one again.

[00:12:40.050] - Kianna Bermudez

This should all be able to refresh if you're already in there and add in some questions. We'll give us another minute or two.

[00:13:20.560] - Kianna Bermudez

And if you all think of any questions throughout the training, you can also put them in here and we'll come back to them as well.

[00:14:00.350] - Renee Angelo-Mauk

Edit access should be public.

[00:14:15.570] - Kianna Bermudez

All right, these are some good questions. Folks. All right, and you all can continue doing that. I'm just going to move into some more of our content. Oh, Bridget, I'm sorry. It should just be a link like in your web browser. But if you're having any trouble, you can also chat those questions over to Renee or Andrew and they can also put them in the notes for you guys. That applies to everyone. If any of y'all are having trouble accessing it, feel free to chat those questions over to Renee or Andrew in our chat. All right, I'm going to start sharing my screen again. Awesome. Okay, can y'all see my screen? Awesome. Perfect.

[00:15:29.970] - Renee Angelo-Mauk

Well, we can see your presenter view, Kianna.

[00:15:32.220] - Kianna Bermudez

Boo. Try again about now.

[00:15:43.380] - Renee Angelo-Mauk

You're good

[00:15:49.060] - Kianna Bermudez

Sorry, folks, I am not very techie as you're learning.

[00:15:52.540] - Renee Angelo-Mauk

Just had it.

[00:15:53.480] - Kianna Bermudez

Well, it didn't give me the option to do I need my notes? Okay, I lost you guys. Okay, here we are. We're doing it, team. Okay, you can see just the screen. Yes, hopefully. Yay. Okay. We did it. So thank you all for kicking it with that icebreaker. We love seeing you all in the room. Keep adding those questions in and as we get started today, also, please excuse me, I'm really allergic to everything in the world, so I might sound a little funny today, but disclaimer this training should not be viewed as the rendering of legal advice or anything like that. All of you programs, please make sure you're consulting your legal counsel and your state local laws prior to implementing the recommendations from this training. All this information will still be relevant and wonderful and helpful, but just reliability reasons. Please make sure



that you are seeking legal advice. And it's also a great point that if you are a newer program, please make sure you are implementing those things that you have some legal counsel. So just want to highlight that before we jump into the meat and potatoes.

[00:17:15.830] - Kianna Bermudez

So session outcomes today. By the end of the session, we are hoping that you'll be able to summarize the screening benchmarks for mentors and mentees. You'll be able to identify screening practices to determine if mentor applicants will have the time, commitment, and personal qualities to effectively mentor. You'll be able to list the key components of a comprehensive criminal background check process, that you will translate screening requirements to their program setting and apply the training standard from the fourth edition of the Elements of Effective Practice. So as we're going through this, there's going to be a lot of things we're learning. Renee is going to be sharing a screening handout in the chat with y'all here shortly. It should be a PDF that you'll be able to open and download. And so this is something that you'll also be able to follow along with, especially with our activities. But these are the things we're hoping you learn today. So some of you all have already heard us mention the Elements of Effective Practice and are probably like, what is that? The Elements of Effective Practice for mentoring is research informed practices and evidence based standards and benchmarks. And so this is something that our mentor national created with a bunch of research and a bunch of evidence based things.

[00:18:28.710] - Kianna Bermudez

And so this is really where this is standard number two that we're focusing in on today. It also includes enhancements that can promote relationship quality and strong outcomes, and it has recommendations on program management, leadership evaluation, and things like that. But the screening benchmarks, they detail research informed practices for screening prospective mentors, mentees, parents, guardians to ensure a safe and effective match. And so mentoring programs must follow the benchmarks, which you're about to see, the ones for screening to meet the standard. And then as we mentioned, those enhancements that we'll also go over, those are just additional promising best practices. So they're not required for programs to meet the standard, but are recommended for, as we said, promoting stronger relationship quality and stronger outcomes. So additional information about standard two, which is what we're going over today, and the benchmarks, can be found in the Elements of Effective Practice. Also in that handout that Renee shared. And as we just want to emphasize that each program is responsible for creating its own policies and procedures, consistently reviewing them and keeping them up to date and to ensure due diligence. This is just a guide to do that, but we'll be reviewing things from the fourth edition, but our fifth edition will actually be coming out soon.

[00:19:57.010] - Kianna Bermudez

All right, so Standard number two is on screening mentors and mentees. So we're going to go over screening mentors. You all are probably already sick of hearing my voice with all these allergies, so I'd love if I could get some of you all to read. I'll also jump in and read some, but I'm going to read number one, and then if you all are just feeling super chatty, please unmute. And we'll do that in that way someone can read two, three, four and so on. So I'll kick us off. Standard Number one for screening



mentors is program has established criteria for accepting mentors into the program, as well as criteria for disqualifying mentor applicants. Someone read number two for me.

[00:20:44.370] - Mark

Prospective mentors complete a written application that includes questions designed to help assess their safety and suitability for mentoring a youth.

[00:20:54.710] - Kianna Bermudez

Thank you, Mark. Number Three.

[00:21:00.630] - Tiana

program conducts at least one face to face interview with each prospective mentor. That includes questions designed to help the program assess his or her suitability for mentoring a youth.

[00:21:12.750] - Kianna Bermudez

Awesome. Thanks Tiana. Number four, anyone?

[00:21:16.030] - Ebony

Program conducts a comprehensive criminal background check on prospective adult mentors, including searching a national criminal record database along with sex offender and child abuse registries and when relative driving records.

[00:21:31.240] - Kianna Bermudez

Awesome. Thanks Ebony. All right, so those are the first few on screening mentors. We have a few more I'll kick off number Five program conducts reference check interviews with multiple adults who know an applicant, ideally both personal and professional references that include questions to help assess his or her suitability for mentoring a youth. I got someone for number six.

[00:21:54.490] - Natasha

Prospective mentors agree in writing to a one year calendar or school minimum commitment for the mentoring relationship or a minimum time commitment that is required by the mentoring program.

[00:22:06.510] - Kianna Bermudez

Perfect. Thanks, Natasha. Number seven.

[00:22:14.650] - Richard

Prospective mentors agree in writing to participate in face to face meetings with their mentees that average a minimum of once a week and a total of four or more hours per month over the course of the relationship, or at a minimum frequency and amount of hours that are required by their mentoring program.



[00:22:30.770] - Kianna Bermudez

Awesome. Y'all are literally pro readers. You should just do this whole training for me. Thank you. All right, and then we have some more on screening mentees. So those were on screening mentors. We're moving into screening mentees. These are still part of the benchmark. So number eight is program has established criteria for accepting youth into the program, as well as criteria that would disqualify a potential youth participant. Do I have someone for nine

[00:23:00.170] - Ebony

Parents and guardians complete an application or referral form.

[00:23:04.840] - Kianna Bermudez

Awesome. I can do ten real quick. Parent and guardians provide informed permission for their child to participate. Do I have someone for eleven?

[00:23:14.110] - Richard

Parent, guardian and mentee agree and write into a one year calendar or school minimum commitment for the mentoring relationship or the minimum time committed that is required by the mentoring program.

[00:23:26.610] - Kianna Bermudez

Perfect. Twelve parents and guardians and mentees agree in writing that mentees participate in face to face meetings with their mentors that average a minimum of once a week and a total of four or more hours per month over the course of a relationship, or at a minimum frequency and amount of hours that are required by the mentoring program. So those are all of our standards that must be met to meet the standards. So these are what we call benchmarks. The next are enhancements. So these are best practices that if you do them even better. So we have a few. So I'll read these through these real quick.

[00:24:00.170] - Kianna Bermudez

So enhancement number one program utilizes national fingerprint based FBI background checks. Program conducts at least one home visit of each prospective mentor, especially when the match may be meeting in the mentor's home. The program conducts comprehensive criminal background checks on all adults living in the home of prospective mentors, including searches of a national criminal records database along with sex offender and child abuse registries when the match may meet in a mentor's homes. School based programs assess mentors interests in maintaining contact with their mentees during the summer months following the close of the academic school year and offer assistance to matches in maintaining contact programs that utilize adult mentors prioritize accepting mentor applicants who are older than college age and program uses evidence based screening tools and practices to identify individuals who have attitudes and beliefs that support safe and effective mentoring relationships.

[00:24:52.880] - Kianna Bermudez

So these are the enhancements for screening mentors. We have two quick enhancements for screening mentees, which are that the mentees complete an application, either written or verbally, and that the



mentees provide written ascent, agreeing to participate in their mentoring program. So that was a lot of information. Those are in your packets, in your handouts. This is also like, you'll find them this in the elements for effective practice. But this is really what we're basing most of our content on today. And we'll be going a little deeper in this. All right, so why do we screen? Let's get some ideas for why we might screen. We're going to brainstorm together. And so Renee is going to be sharing the jamboard again. And we're going to go on to page number two of our jamboard, I think. Yes. So on our jamboard, go to the top.

[00:25:47.710] - Renee Angelo-Mauk

You'll go to page two over here.

[00:25:53.870] - Kianna Bermudez

Yep. So why do you think we screen mentors? Please put those in as sticky notes. If you're having trouble accessing the jamboard, feel free to chat any of our other mentor maryland, DC folks in here, and they can put it in for you. I believe we have Andrew, Andre and Day on in here. So why do you think we screen mentors? Why do you think we screen mentees?

[00:26:38.290] - Renee Angelo-Mauk

For everyone writing in the chat we do save the chat file. So we will share the chat file out with everybody after the call as well with a recording.

[00:26:49.270] - Kianna Bermudez

Awesome. Sense of safety, interest and willingness, that's really good. Keep them coming. Why do we screen mentors and why do we screen mentees?

[00:27:13.310] - Kianna Bermudez

Natalie, if you might want to try refreshing your browser. And if that's still not working, let us know.

[00:27:58.540] - Kianna Bermudez

All right, we'll give you all about a minute or so, and then we're going to start to sort them.

[00:28:24.150] - Renee Angelo-Mauk

Negotiating with a terrorist over here today. Yes, I'm being tortured. It's good and crowded over here.

[00:28:45.350] - Kianna Bermudez

Sounds like we're winding down. All right, team. So we are going to sort do our best to sort these into safety and suitability, which I believe is where, not I believe this is what the elements effective practice for mentoring tells us. But in theory, most of these should fall in the buckets of suitability and safety. Those are the two biggest buckets. So let's try to sort these for that. So feel free to throw it in the chat as I'm reading some of these out. So we're going to change the color of these. Let's do pink for safety and blue for suitability. So ensuring the safety of the mentees. Safety.

[00:29:29.810] - Renee Angelo-Mauk

Wait, say the colors again. Pink for safety.

[00:29:32.210] - Kianna Bermudez

Pink for safety. I'll put it in the chat. Pink, safety and suitability, which I can't spell. Don't make fun of me, please. Blue.

[00:29:48.920] - Renee Angelo-Mauk

Got it.

[00:29:49.960] - Kianna Bermudez

All right, perfect. All right, team, so how do we feel about making sure the mentor and mentee are a match? Would that be safety or suitability? Feel free to put in the chat. Feels like suitability to me.

[00:30:14.490] - Renee Angelo-Mauk

Yeah.

[00:30:15.850] - Kianna Bermudez

Awesome. I see y'all in the chat. Thank you. What about ensuring active participation? Yeah, a lot of these are calling under suitability. Thank you, Natasha. Awesome. Interesting concerns for better matching, definitely suitability. Willingness, participate in the program would be suitability. Better understanding of the program. Perfect. Does anyone have any questions about any of these, or were there some that maybe you didn't have come up, but you're like, oh, this is something I have a question about, and I don't know why we screen for these things. All right, we'll come back to this, but this was just to get our brains moving a little bit on why we screen. So throw us back to our-

[00:31:33.130] - Renee Angelo-Mauk

Just want to say I love how serious everybody's taking safety.

[00:31:37.370] - Kianna Bermudez

I agree. Safety in all caps really did it for me over there in the upper right. That was my favorite.

[00:31:44.410] - Renee Angelo-Mauk

I always say youth programs, and our number first job is safety. So great work, everybody.

[00:31:51.550] - Kianna Bermudez

Good job, team. We love safety. That's not what I want to share. All right, so we screen for suitability and safety. So we screen because to make sure we screen mentors to determine whether they have the time, commitment, and personal qualities to be a safe and effective mentor and screen prospective mentees and their parents and guardians just to make sure they have the time, commitment, and desire to be effectively mentor. Programs should provide due diligence to making sure you're taking any reasonable



and necessary steps to ensure the correct course of action is offered in its screening process. And as we just went over, suitability and safety are our key reasons that we screen. Both are equally important. So we always want to make sure that we're prioritizing youth safety, but suitability also goes within that and also leads to youth safety. So when we talk about suitability, we often equate it with the persistence and a good fit with the program requirements and mentees needs. Mentors who do not persist and matches that in early can actually cause just as much harm or more harm to a child than not ever having a mentor. So suitability is super important. There's research that shows that shows just that, that it is just as harmful to have a match that ends early, and it's oftentimes worse than not even having a match. Sometimes a screening process will reveal a red flag that shows that a volunteer could be difficult to train or coach for ongoing process or maybe just isn't the right fit for your program and their type of program. So that's where the things under suitability.

[00:33:36.160] - Kianna Bermudez

When it comes to safety, we often equate it with ensuring due diligence to keep mentees safe. So when a youth serving program uses those recommended tools, and follows recommended processes. It shows a commitment to the safety of youth in its care, so allowing them to have positive and effective relationships and experiences within the program in a safe environment. So, the keys for mentors that we're looking for are time commitment, personal qualities to be a safe and effective mentor. And the keys for mentees are time commitment and a desire to be effectively mentored and wanting to be in that mentoring relationship. But overall, as we've been saying, safety in these mentoring relationships is super important. That includes safety of our young people foremost, safety of our mentors, and also safety of our programs.

[00:34:26.720] - Kianna Bermudez

All right, so as we know, effective screening reduces risk. We're identifying those who could create an unacceptable risk given unsupervised access to youth. Also preventing placement of individuals who lack time or skills or attitudes. So, just making sure they're a good fit for your program in general. Again, reducing the risk of those early end matches, reducing liability as well, and ruling out potentially dangerous individuals. So really a big piece of screening is that it's equally important for us to build relationships with potential mentors. It's something we want to keep in mind. We're also looking for ways to screen in the good prospective mentors, right? So we're looking to screen in as much as we're screening out. Organizations do have the legal right to accept, reject or terminate. And as you all may know, there are no limitations on what information you can ask. But I really want to say within that, that you should not be over questioning for the position. The questions and information should be appropriate for the position description. And again, we're really trying to build relationships here and ensure that we're screening in the good mentors. But along with that, there's more limitations on who can view and how to store information.

[00:35:50.800] - Kianna Bermudez

So, making sure you are keeping in mind data privacy and storage. But every candidate should go through the same process regardless of who referred them or their standing in the community. So these are our principles, these are things we want to make sure are happening within our screening. And just a few more, we want to make sure that volunteer application process should be completed and documented



before the candidate is accepted. So making sure their application is fully complete before making any of those decisions, making sure that all staff support that decision, and that once they are matched with a mentor that you are continuing to monitor to ensure for youth safety. It's not just in the screening process that we're doing that, but also just throughout the entire match. Okay, any questions so far? This is very content heavy, cool. And if you have more questions, feel free to put them in the chat or put them in our jam board that we shared at the beginning. So, the screening process, there's eight steps that the EPM identifies which are orientation session, an application packet, a formal interview with reference checks, a criminal history record check, and we highly recommend FBI check. And we'll talk a bit more about that here in a bit. Interpreting the results of the records, any additional screening mechanisms that your organization has, as well as pre match training and match supervision. So this is like the golden standard for what the screening process would look like, noting that it does lead to training and matching.

[00:37:32.140] - Renee Angelo-Mauk

Can I interrupt Kianna?

[00:37:33.620] - Kianna Bermudez

Yes, please.

[00:37:35.740] - Renee Angelo-Mauk

So even before orientation, right, as soon as you meet someone and they're like, oh, I'm interested, or before that, as soon as you're talking to someone, that's screening, right? And when it says step eight, mass supervision, that's the length that somebody's in your program. Every time they show up, they're being screened, you're screening them. They could be screening themselves out of your program potentially, right, by their behavior. Every time they show up. This is what my doggo doggy daycare, he had to get screened in. And they say every time he shows up, he's being screened. He could screen himself on out of there if he comes and he proves himself to be unsafe. The same goes for your young people, right? If they do something that proves themselves to make themselves an unsafe member of the program, they screen themselves out. So screening, it's nice to look like steps, but it starts as soon as somebody comes to interact with you in your program and step eight goes on for the duration of their time in your program. So I always talk about are the EEP programs that everything starts at recruitment and kind of doesn't really end. That's kind of the work of the full of best practices is that you're always implementing all of them at the same time.

[00:38:53.560] - Kianna Bermudez

That's really good. Thank you, Renee, for reiterating that and plugging that. So this is happening throughout. And part of, again, why we're screening is to, as Renee said, discover how a mentor will react to things also that are happening throughout their tenure with us, whether that be dealing with adversary, managing conflict, managing their time. And these are things that you might note early in the application process with how they're emailing you in their training process, whatever that may look like. So we're screening to discover how they'll deal with adversity, manage conflict, manage time, solve problems, approach communication, manage stress, adapt to new situations and other things based on your mentees and your program models. So if your program has a very specific population, also seeing how



they interact with certain communities and populations and things like that as well. And so we're going to talk a little bit about what this means for our individual program. So we're going to break out into some breakout groups. We're going to have about five minutes to discuss these questions that are on your screen. So we're going to do that and we're going to chat. It's going to be really great.

[00:40:15.460] - Kianna Bermudez

So Renee is going to break us out into some breakout groups. We'll have five minutes on the clock. If y'all could just go over these questions as a group and think about what this means specifically for your program, and we'll come back and chat.

[00:40:29.780] - Renee Angelo-Mauk

So, Kiana, what you're going to want to do is me.

[00:40:33.460] - Kianna Bermudez

Okay.

[00:40:34.230] - Renee Angelo-Mauk

Stop your share and then reshare and click a button that says share to breakout rooms. When I open the rooms, I'm about to open the rooms, everybody. It should automatically move you into them.

[00:40:47.080] - Kianna Bermudez

Ah.

[00:40:49.980] - Renee Angelo-Mauk

Okay. And here we go.

[00:41:03.350] - Kianna Bermudez

Oh, yeah, we're doing it.

[00:41:06.710] - Kianna Bermudez

All right, friends. So there were some breakout groups and you all had some conversations, and I would love to hear them. Does anyone want to share what y'all talked about or maybe anything that came up?

[00:41:23.930] - Andrew Lolavar

Hello, everyone. My name is Richard. I'm with best kids here in DC. And I was just in the group and I was sharing. I tried to handle the second question as much as I could. And here in Best Kids, what we do is we have a very extensive screening process for the mentors and the mentees. And the reason for doing this is pretty simple. We just want to be able to match people who are in sync now, ordinarily that's what we would love because we want the mentees to be able to gain much from the program, much as the mentors as well. Now, we don't live in an ideal society, so what we try to do is even if we could get 60% to 70% of matches, being in sync to some extent, it helps everybody in the long run. Just two days ago, I



interviewed I'm so sorry, I'm doing this on my phone. I'm getting calls coming through from my program director. I interviewed a prospective mentor, and he was saying that I am not a people person, because one of the question was like, how do you play with people? And she was like, I'm not a people person, so this is going to be a learning curve for me, and I was very impressed by her response. But the main thing is to try to talk to both sides, to try and see where you can meet a level playing field. The mentees will have their own, what do you call it, suggestions as to how a prospective mentor should be and what qualities they should be. Yours as somebody, as a middle person, is to listen to both sides and to try as much as possible to pair them with someone who they would love to hang out with. They will feel safe to know in the end, all of these things comes to play. I guess that's a little thing that I can share with all of you. Thank you.

[00:43:34.290] - Kianna Bermudez

Yeah, that's really good, Richard. And that actually highlighted, I think oftentimes when we think of screening, we think of screening mentors, or at least I do. I think like rigorous screening of mentors, making sure that everything is like safety, safety, safety, making sure that we're screening them in and out. But you really brought up a good point of screening for mentees is just as important. Right. And making sure that we're screening them for suitability and fit just like we do for mentors to make sure that they get the most out of the program, that's really good. Anything else that came out of groups or anything else people want to share?

[00:44:11.390] - Ebony

I would like to follow up on question number two. I was just saying I'm with Lead for Life, and one of the processes that we do in screening mentors, after they have their interviews, they get a guest for hire. If they get a guest for hire, what we do is we schedule them for a two hour shadowing so they meet with one of our senior mentors. They'll go to the locations where the kids are and you get to sit for 2 hours to see how the kids are. The kids also get to meet you. And there's a lot of times where all the kids can be there. There can be a time that something could be going on and you're like, oh, okay, is this what I really want to do? And then after you complete your two hour training shadowing our scheduler call you and say, how did it go? How do you see yourself doing it? Do you see that you're a good fit and you have some people that say, yes, I can do it, but you also have some that may say no, that may be too much and I don't want to waste their time or waste mine. So I think that's one of the really good things that we do a part of our hiring process.

[00:45:22.560] - Kianna Bermudez

Yeah, like giving them literal real taste of what it would be like so that they have the option to screen out, right?

[00:45:29.100] - Ebony

Yes.

[00:45:29.820] - Kianna Bermudez



That's really good. One of my Americorps did that and I learned so much in that shadowing experience and it was very much a quick yes or a quick no, right?

[00:45:39.920] - Ebony

Yeah, you learn a nice no in that little bit of time, believe it or not.

[00:45:44.970] - Kianna Bermudez

Agreed. I like that. Anyone else do one or two more share outs? Did anyone get to figure out what suitability means for their program? Maybe you have very specific eligibility requirements, whether that be for mentors or mentees.

[00:46:10.990] - Ebony

And I could say for lead for life. For the mentors, they have to be 25 years or older. They must have a reliable vehicle that is their own. It's not a friend, it's not mothers or any issue. You're the insured driver. You have to be able to pass a urine drug test, FBI background check. Those are like the first thing that I send out when someone submit their resume. That's what you get before you even get scheduled for an interview just to make sure that you meet those criterias and then you get your interview.

[00:46:47.050] - Kianna Bermudez

It's good. Yeah, we'll talk a little bit about having a vehicle and having driving records is something we'll talk about when we get into background checks. But yeah, ensuring if being in a vehicle is part of your mentoring program, really important to include that in your eligibility requirements. Anyone else, anything come up for anyone else or any questions that came up for people?

[00:47:23.610] - Kianna Bermudez

All right, well, as we're talking through eligibility, as you all mentioned, this highlighted a bit about suitability on both the mentor and mentee side and making sure that mentees are meeting eligibility requirements. That being said, your recruitment process. So recruitment going into screening should outline eligibility criteria both for young people and for adults who do or do not meet requirements. So just making sure that's really clear in your recruitment process. And then programs need to make sure that mentees and their parents and guardians are committed to meeting on a regular basis and so that they're able to see that relationship through. I know we talked a bit about mentors ending the match early, but it happens on the other end too. So making sure that they have all the information needed to know what their time commitment is and that they can commit to it.

[00:48:19.050] - Kianna Bermudez

So as we're thinking through the eligibility requirements and suitability, another part of that is that we really want to make sure that as we've mentioned, safety is a key and that we're really screening out those unsafe applicants. So some common keep this in mind within context that some unsafe applicants might be wondering what the screening process is, what the demographics are, how many staff members are dedicated to monitoring the match, how often program staff contact mentors when monitoring ends,



and how often they need to meet with their mentee. These are also some of these on their own are like questions that mentors have in general, but within the context of we'll talk a bit about informed intuition and what that looks like in an interview process, but you want to make sure that within context, this may be just something to keep an eye on if prospective mentor. There's a video that I've seen that shows like a mock interview where the prospective mentor in the interview is really hyper fixated on the young person's age. And it's like, I really like working with Tweens and it's really hyper fixated on it. So those are things you just want to keep in mind.

[00:49:39.410] - Kianna Bermudez

These are not things that would rule a person out if they have just questions. But along with informed intuition, informed intuition is a judgment that appears quickly and you might not know why. You might just get a bad feeling about something or a good feeling about something and you just don't know why. And that's not something that is in itself strong enough to act upon. But when you have relevant knowledge, like a reference check that comes back negatively or a background check that comes back in a certain way, that's a moment when you would be able to act upon those. So don't fully negate those feelings, but also keep them in mind as they might be like some yellow flags as you continue on in your screening process. All right, we are getting into another activity and we're going to talk about that screening process. So we're going to get into some breakout groups and in your handouts, which if you don't have a handout, just let Renee know or let us know in the chat. But we're going to break out into mentor, screening and mentee screening breakout groups. We're going to review in those breakout groups the elements, the benchmarks and enhancements that we went over at the beginning.

[00:51:00.520] - Kianna Bermudez

They should be in your handout if you need another quick review. But we're going to go back to jamboard. Each breakout group will have its own jamboard, and you're going to list different practices and tools for screening, mentors and mentees. So that might look like your applications or what Ebony mentioned in having the shadowing and things like that. You're going to start listing those out and we're going to come back together and just chat about that. Also, if you could just mention why or why not you might be using an enhancement, let us know. But so you're going to want your handouts and your jamboard. I'm going to.

[00:51:38.640] - Renee Angelo-Mauk

When you get to the jamboard, can I share my screen really quick, Kianna?

[00:51:43.930] - Kianna Bermudez

Yes.

[00:51:45.410] - Renee Angelo-Mauk

So when you get to the jamboard, you'll see on three it says group one, and there is one of these for each group. You have to go and find yours. When you get into your breakout room, it will say which room you are going to, group one, group two, group three and group four. So just make a note. It'll say at the top of your group what group you are in and it'll say at the top of your jam board which one you are working on. So we are going to put you into those groups now for how long Kiana.

[00:52:25.710] - Renee Angelo-Mauk

You're on mute.

[00:52:28.750] - Kianna Bermudez

Thank you. Is ten minutes aggressive? No.

[00:52:33.220] - Renee Angelo-Mauk

Sure.

[00:52:33.980] - Kianna Bermudez

Great.

[00:52:34.930] - Renee Angelo-Mauk

Ten minutes and we will come back.

[00:52:44.950] - Kianna Bermudez

Awesome. Welcome back, everyone. Hopefully you had some great conversations. We're just going to do like group 1234 share out. But group two, you cannot share anything that group one shared. Group three, you cannot share anything that group one and two shared. So we might Dwindle up for group four, but we're going to kick it off with group one. What do you all talk about? What were your practices and tools and enhancements? We'd love to learn it. Anyone from group one? Do people remember which groups they in?

[00:53:45.030] - Mark

Okay, so I believe that it's important to have face to face conversations so that you can get a personal idea of where your person is coming from, their background. And another word that came up previously was diversity. And I think that diversity is important, but it's also important that you are able to be diverse individually with people that you're dealing with, because everybody has their own specific needs, backgrounds, experiences. And I think the easier and the better that we can just accept those instead of judging, just listening, accepting, trying to get as much background information, trying to get as good a picture of a view of who we're dealing with is very important. I know background checks, FBI checks and things like that are very important as well. But I also think that that one on one and the communication is very important too. So the level of communication to me in the screening process, hands on, face to face, it's very good.

[00:55:19.140] - Kianna Bermudez

That's good, Mark, making sure you have a face to face connection. And what I also heard you say was asking screening questions regarding background experiences and background and skills because that might inform what a match might look like and what ensuring diversity, because our young people are



also very diverse and come from different experiences. That's really good. Group number two, what did y'all chat about?

[00:55:51.660] - Jordan

Hi. This is Jordan from Spark the Journey. There's a lot of connective tissue in our discussion of what we talked, particularly with us. This is not an exhaustive list of practices and tools for Spark, but we do referrals an intensive interview process, background checks, a comprehensive mentor training, to kind of do level settings of expectations, of just a high level overview of our program and to demonstrate to mentors what characteristics we want them to. Yeah, that's what we discussed.

[00:56:35.160] - Kianna Bermudez

Really good. Jordan, I have a question. When you mentioned your training, does that happen? Is it like a training once they're onboarded? Or do you have an information session where you're setting some of those expectations before they apply?

[00:56:48.220] - Jordan

I'm just so we have an information session about our org and the work that we do, and then if we deem you a good fit for the program, you then go to the onboarding mentor training and it walks you through everything that our organization has to offer.

[00:57:09.060] - Kianna Bermudez

That's awesome. Do you have anything similar for mentees? So I heard you mention a lot of screening for mentors or I'm sorry, you were probably the mentor group. Never mind, ignore me.

[00:57:21.160] - Jordan

Oh, but to answer your question, yes, we do information sessions when we are recruiting students at partner schools in DC. We recruit students and give them the same presentation that we give our mentors, but we particularly tailor it to that segment of young people. So yes.

[00:57:41.950] - Kianna Bermudez

Nice. Awesome. Thanks. Jordan, any questions or anything for group one and two who are going over mentor screening? Before we move on to three and four for mentee screening.

[00:57:58.850] - Attendee

I wanted to add something real quick to what Jordan said, and that's to say that pretty much the screening process is time consuming and we can't bypass them because there are states and local regulations that govern these things. So regardless of how a potential mentor looks suited for the role, you just still have to go by these. Otherwise the consequences might be way dire and you cannot reverse them. The best we can do while an individual wait to be matched with a potential mentee is over here. At best, kids, we try to add a human face to the whole process by constantly checking in with the mentor, the prospective mentor, and saying, hey, we are on your case, we haven't forgotten about you. This is a local government



directive that we need to wait for them. There's a lot of red tape regarding this process, and that's not something that we can bypass over. So it's imperative. And most of the folks over here can attest to the fact that these things need to be done. But while your mentor, prospective mentor is waiting to be cleared, check in with them. Don't let them hank or keep them waiting, not hearing from you, because when that happens, they lose interest and eventually want to move on. In this day and age, all it takes is 1 minute of your time sending them a text or an email saying, know, we have you in mind and we're just waiting for what the government brings to us and eventually we'll get back to you. That's something small that I want to add to what Jordan said.

[01:00:00.010] - Kianna Bermudez

Yeah, that's a really good point, Richard. That goes directly in with making sure you're building those relationships with prospective mentors. Right. So making sure that we're keeping those communication lines open, that you're keeping them updated in the screening process, too. That's really good. Thank you for bringing that up.

[01:00:14.380] - Attendee

Absolutely. Thank you.

[01:00:16.350] - Kianna Bermudez

Group three, what did y'all talk about?

[01:00:21.390] - Andrew Lolavar

I can help explain what group three talked. You know, we talked about a large variety of stuff, but one of the things was from Worcester Connects where she talked about how Kayla talked about how normally the mentees are referred from outside sources. They get background from family, but they try to also bring them in in person to try to get a feel on the family dynamic and whether the mentee really wants to be there or not. Because normally times you can tell if they're being either forced or if they really want to be there.

[01:00:56.140] - Kianna Bermudez

Yeah, that's huge. Making sure you have mentee buy in, because we know young people. Young people, if they do not want to be somewhere, they're not going to engage and it's not going to be fruitful for anyone. So making sure that they want to be a part of the program and that we're really highlighting and amplifying that youth voice there. That's really good. Group Four, do you all have anything new for mentee screening?

[01:01:26.610] - Ebony

For me. This is Ebony from Lead For Life. I was telling the group I started with Lead for Life in March as a mentor, and just two weeks ago I got promoted to the admin assist. So I really haven't experienced the mentee screening. I've just basically kind of deal with the mentor screening, but I'm sorry, I can't



remember her name. She really gave me a lot of feedback to help me with the process in the future. So I took down a lot of good notes that she gave me.

[01:02:05.100] - Kianna Bermudez

But yeah, we love that. That's awesome. That's like a huge part of what we want. We want y'all to be in community and provide resources to one another. Juhi, what is mentee screening like for you guys?

[01:02:18.610] - Juhi

It can be challenging at times, but that's just the nature of it because it takes time to build relationships anyways. So some of the things, the basics that we try to clear away are the age requirements. It's a one on one relationship, so we prepare the children for that. But regardless of how much we prepare them, things always come up. Sometimes it's a little bit of resistance. Sometimes it's just more fun to play at our after school center than to spend time with the mentor. It is difficult to have the buy in, but I think it just might take a little longer than what would be expected. Usually we should make a match about within the month after the mentor trains, but that's not always what ends up happening. Sometimes it fizzles out too quickly if we make a match too quickly. The only other thing that I had mentioned was the website Nmrc.org because she was new and then just the elements.

[01:03:31.970] - Kianna Bermudez

Of, oh, look at already. You already know Ebony. We'll make sure we hook you up with all the resources. We have a bunch at the end too.

[01:03:41.770] - Juhi

It's still hard work but you try not to give up. Just give them their space and you just hope for the best.

[01:03:50.510] - Kianna Bermudez

Absolutely. So making sure you have those eligibility requirements there so that you're screening in as many as you can and then hoping that you're able to meet the needs and connect and build those relationships throughout, that's really good. All right, so any questions on this that came up before we move on to background checks, which will be our last portion? All right, so background checks. So this is a part of screening too. Y'all have already mentioned this a bit, but I have different ones listed out here. The first one, state criminal records. It's actually less rigorous, less rigorous of the checks and it's not recommended. The next four, which are national criminal records, sex offender registries, child abuse registries, and driving records when relevant. So like if driving is required or if young people are going to be in mentor's vehicle, those are the required benchmarks to meet the standard for screening. And the last one, fingerprint based FBI background checks. I heard a few of you mention this already, but this is a highly recommended enhancement. Many of you are already doing this. So we're going to get into a little bit about what this looks like in Maryland.

[01:05:12.010] - Kianna Bermudez



So in Maryland, we have our Maryland background checks. Those are state background checks. Many of you probably use them in your programs. We're going to link and we'll also have this in the resources, but we have some links to share with Y'all around more information about Maryland background checks and also those fingerprinting locations and rates based on which categories Y'all fall into. Child Protective Services also has some information which we'll link as well regarding criminal history checks in Maryland and the requirements there specifically for organizations working with young people. But something I really want to highlight is net check. It's a discount background check. That is, they do state and FBI checks for \$15 for any DJIs facility, so anyone that's specifically made for mentoring programs. So all of you, all that are here, and it's through the Y in central Maryland, and we're also going to make sure that we are linking Y'all that information. So if you're wondering how do you get background checks if you're having issues like net check is where we want to defer you to, and that it was literally created for volunteering and mentoring programs. But if you are affiliated with a school district, there may be or if you are school based, you might be going through the school district there in terms of those background checks.

[01:06:31.580] - Kianna Bermudez

I know background checks are a hefty topic. Are there any questions? Renee, is there anything I missed that you can think of, anything you want to highlight?

[01:06:45.670] - Renee Angelo-Mauk

I would say if you are a school based program, I would recommend deferring to your school district about what are their volunteer expectations for anybody who comes into the school building, because they likely have their own discernment about what their expectations are and processes. And you might never know if you don't ask because it's probably set at the district level. And if you are in a school building, even if you're not technically a program run by a school, right? Like, I used to be in a program that was inside of a school building, but we weren't run by a school, right. We were our own program, but we were located within a school building. So that can be good information and it can help build your relationship with the school and might make your background check situation hopefully easier. Yes, depending on if you use a mentoring based CRM or database tool, some of them have background check tools inside of them, services that you can pay for to make those things a little bit easier. So just probing for those kinds of things. Background checks do cost money, which is why net checks exist, to have those things discounts. These are things that need to be part of your budgets and part of your program planning and things like that. So things to always be mindful about.

[01:08:16.840] - Kianna Bermudez

Absolutely. Thank you. Renee, any questions on background checks?

[01:08:22.470] - Ebony

So I have a question. So for the Net Check, is that a website that you go to? Because I know I've sent people for the background check, and there is this place that's in the building with us. They charge \$100 for the FBI check, and then for just Merlin, they charge close to 70. For me. I live in Ellicott City, so the place that I went to for mine, it was just \$35.

[01:08:50.910] - Renee Angelo-Mauk

Yeah. Go to Net. The Net check website.

[01:08:55.120] - Kianna Bermudez

Okay.

[01:08:55.860] - Renee Angelo-Mauk

If your program is registered with CGIS, then you'll need to register your program with NetCheck, which again is through the Y and any questions you have for NetCheck, there is people talk about there. But essentially your program will have a Net Check card, which you'll give your copy to volunteers or people who are going to go get their fingerprints when you show that card. They'll get their discount when they go, and it's showing \$15 when they go to get their checks.

[01:09:27.600] - Kianna Bermudez

Thank you.

[01:09:28.430] - Ebony

That helps a lot.

[01:09:30.730] - Kianna Bermudez

So we'll make sure we also like, when we share these slides, all those links will be in there, too. So we'll make sure you guys have access to all of that.

[01:09:38.480] - Ebony

Thank you.

[01:09:39.390] - Kianna Bermudez

Of course. All right. So speaking of background check, some permanent disqualifiers. So these are like no goes in mentoring. If there is any history of abuse of children, sexual or otherwise, any conviction of any other crime in which children were involved in the crime, a history of extreme violence or sexually exploitative behavior, and if they have termination from a paid or volunteer position because of misconduct or caused by misconduct with a child. So these are things that if these were to come up in the background check or you were to learn of through references or whatever form, these would be your permanent disqualifiers, and this would automatically screen these mentors out. All right, y'all, we did it. We're essentially done. We're just going to put it all together. So we have lots of things we talked about today. We talked about informed intuition, written materials, external documents, things you observe in interviews, impressions that consultation with other staff, and making sure you're coming to a decision. Those background checks, all of those things are what are going to contribute to that final decision. And you're making sure that you are putting it all together and making the best decision for your program and for your mentees so that they have a successful match with their mentors.

[01:10:57.990] - Kianna Bermudez

We're going to hold off on questions real quick because we are going to go back to our jamboard. So we're going to go to that first page. I'm going to stop sharing my screen. We're going to go back to that first page and see if we have any questions we didn't answer, and that is how we're going to wrap this up. Also, any additional resources in that packet you have. There's a title called like Mentor Screening recommended Tools and Processes. And then checklist of guiding questions in Developing or Strengthening screening and mentoring Processes. That'll be a great resource for you all as well as you all move forward in this. But we're going to talk through some of these questions, make sure they're all answered, and then we are going to wrap up with some resources and any other questions that we might have missed. All right, I want to see you guys. Okay, so who can get involved in mentoring, I'm assuming is what that means. It depends on your program or what did you think that meant, Renee?

[01:12:07.380] - Renee Angelo-Mauk

I was going to say who can get involved in screen? I realized it probably is who can get involved in mentoring? I thought, who can get involved in the screening process? Which is a question I'll answer, but you can answer the other question first.

[01:12:18.080] - Kianna Bermudez

Okay, I'll answer, who can get involved in mentoring? So it really depends on your program, right. Based on those eligibility requirements that you've set, making sure they meet those, but then after that, if they meet those eligibility requirements, anyone that falls within those, as long as you're screening them appropriately. Renee.

[01:12:36.470] - Kianna Bermudez

As far as who can get involved in screening process, ideally more than one person, right?

[01:12:42.710] - Kianna Bermudez

Yes.

[01:12:42.970] - Renee Angelo-Mauk

Dr. Mckianna is talking about having those intuitions and things like that. Ideally, we want more than one person at your program interacting with somebody before they come in. Also, ideally, there's some youth voice in there, a young person's interacting with somebody at some point. Of course, we're considering safety measures. Of course, youth is never interacting with an adult, an unscreened adult, without you or another staff member present. But there should be some youth voice in all levels of our program, ideally, but in the screening process as well. What does that look like? Youth being present at an interview, youth helping to write interview questions. Consider youth having a part, some voice and agency in your screening process. That's good to acknowledge. We're at 1:30, but we're happy to keep going through these questions too, for everybody who's here to come up.

[01:13:34.570] - Kianna Bermudez

Yeah. How do you screen for commitment to the program? I think I would think that would be a lot of, like, you go ahead and set those expectations early on in the recruitment phase. Right. Like, you put that in your job descriptions, you put it in your orientation session. Like, this is going to require whatever it is twice a week, two hour sessions each week, or whatever it is, making sure that people can commit to that. And then also you can throw the questions that gauge that in the interview process, too.

[01:14:11.180] - Kianna Bermudez

Should mentors participate in ongoing screening even though they work in an ongoing capacity? So there's no end to the match. Is that what that means? Maybe like they continue to be matched? Yes. In our standards, it mentions that there should be or even in the process, there should be ongoing monitoring. So even though screening is technically over, there's training and monitoring that at any point could still screen someone out. Let's say, if something were to happen, are there any red flags that came up later? Screening is consistently happening, as Renee mentioned earlier, with her example, with Butterbeans her dog.

[01:14:50.700] - Renee Angelo-Mauk

Yeah. And I think, too, at least on I don't know if it's annually, but there is a best practice for how often you should rerun a background check. Right. Running a background check. I think it's annually or maybe biannually, as in every two years, you would run a background check for somebody who has longevity in your program.

[01:15:16.720] - Kianna Bermudez

I think one of those links that we shared also mentions that.

[01:15:19.700] - Renee Angelo-Mauk

Yeah.

[01:15:20.880] - Kianna Bermudez

Do you need prior mentoring experience to participate? Not necessarily. Otherwise none of us would have been here if they required us to all be mentors before. I think there's a lot of other different great backgrounds and experiences that make people be wonderful mentors, but you can screen for that as well. How do we-

[01:15:43.000] - Kianna Bermudez

I think in your screening too, it might help to inform things you want to add to your training.

[01:15:48.360] - Kianna Bermudez

That's good. How do we screen year to year for returning mentors? I think, as Renee mentioned, checking what the policy is for background checks, but also checking that they're still committed and that



they have the time, that they're willing, and that they're still safe matches. Just making sure all of those bases are covered. Yeah.

[01:16:11.700] - Renee Angelo-Mauk

I think an informal return to mentoring meeting, right. It's not an interview. You're literally checking in with them like you would check in with a kid returning to your program.

[01:16:20.820] - Richard

Can I chip in something, if it's okay?

[01:16:23.530] - Kianna Bermudez

Yeah, please.

[01:16:24.980] - Richard

Yes. If an individual is in the program for a long time and in the initial stages, they pass a background check and everything is good with them, the moment they do something wrong and they come into the FBI, whatever, state, local government, law enforcement radar, those things get reported in the system. So it's up to us, pretty much to the nonprofits who run some of these programs to be able to constantly monitor, to make sure that if an individual who's been in the system for that long time, if something gets reported in their background, that it doesn't conflict with the match. For example, someone who is suddenly a sex offender in the program would have to be dropped from the program compared to somebody who got a speeding ticket. So those are two different things depending on the severity of the problem at hand, if I may put it that way. That individual can either be made to step aside from the program or to continue. So I don't know if such some things like these do exist. And if not, we could probably encourage that if you've been in the program for more than five years, that you're supposed to come back to get checked again, your background get checked again.

[01:18:05.130] - Kianna Bermudez

Thank you, Richard. Sorry. I'm like having a coughing attack. Yeah, I agree. So ensuring that there's things in place to ensure that regardless of the longevity, that people are still getting checked at appropriate intervals and that there's still a process for that. All right. To assure compatibility. Yes.

[01:18:34.450] - Kianna Bermudez

What are other organizations following county school guidelines for volunteers and mentors? Or how are other organizations following county and school guidelines for volunteers and mentors? I think, as we mentioned, kind of during the training, some school base or places that interact with schools will have certain requirements that they have to heed to regarding functioning in the school and how they're screening their mentors and mentees. In terms of other guidelines, I think that in order to meet the standard of the elements, kind of following those benchmarks that we mentioned. But any youth serving organization that interacts with youth is required to do background checks and should be following that.

[01:19:25.910] - Kianna Bermudez

Is there a standardized tool recommended for screening? Yes. And you have the standards now, and we're so excited that you have them. How thorough should the screening process be? What are red flags? I think we covered some of that, but the screening process is as thorough as you want it to be but the standards outline kind of what those eight main steps are, and you can even add some extra things in if you want to screen even more deeply.

[01:19:57.490] - Kianna Bermudez

All right, well, those were all the questions that you all had for us. We are going to wrap it up with any other questions that you all might have and then in your own. Oh, my goodness. I'm all over the place. Okay. In your packets, you'll have a space for reflection. I know we're over time, but you can do this in your own head. You can do it in your packet. You can do it in the chat if you're really feeling it, but a reflection. I really want you all to just think about three learning or practices you'll take back to your organization and you would like to implement. Two learnings or practices that you would like to strengthen. You might already be doing them, but you want to strengthen them in one that you would like more information about. So just some self reflection there, but as you all are thinking through that, and again, this is in your packet. These are some resources we're going to share with you all and we really want you all to have access to.

[01:20:55.250] - Kianna Bermudez

We'll make sure we share this in our follow up email. So we have some great things here about different background check items. We have the link to the elements of effective practice, which we went over standard two today some information about the Maryland background checks and some locations for fingerprints, the net check that we talked about and how to get technical assistance, free consultation with mentor. But that is all we have for y'all. So thank y'all for being here today. Does anyone have any other questions as we round out?

[01:21:30.590] - Ebony

I just wanted to add, I did put my contact information in the box because the original email for this went to the person that no longer worked for the company. So I wanted to make sure that everything came to my email.

[01:21:44.100] - Kianna Bermudez

Thank you. Thank you. Awesome. Any other questions? Y'all did so great at asking questions preemptively. We covered all of them. So next week we have Mentor Mania, which is a social media campaign we have going on. We'd love for you all to participate. You'll see things that are posted on our socials and highlighting different programs and ensuring that everyone we're pushing people to the Mentoring Connector, which is a resource we have that allows mentors, prospective mentors, to find mentoring programs near them, but also it allows mentees to find mentoring programs near them that fit their needs. So we're going to be pushing that out all next week. You'll see it all over our social media. Please feel free to support and retweet reshare, do all those good things, and also share things about your organization too, so they can find you all in the Mentoring Connector if you are in it. And if not, we'll



share in the resources. You'll find information about that as well. But that is all I had for you guys. Thank you so much for hanging out with me on this Thursday afternoon.

[01:22:57.380] - Renee Angelo-Mauk

Survey will pop up when you close zoom. Please fill it out and we'll see you next time.

[01:23:03.320] - Kianna Bermudez

Yes, I'll hang out if anyone has any questions. Thank you all. Thank you.