



**MENTOR**

MARYLAND | DC

# Working Better with LGBTQ+ Youth

**June 8, 2022**

**Renée Angelo-Mauk, SHRM-CP**

**Program Outreach & Support Manager**

## PRIDE MENTORING MONTH





# MENTOR

## MARYLAND | DC

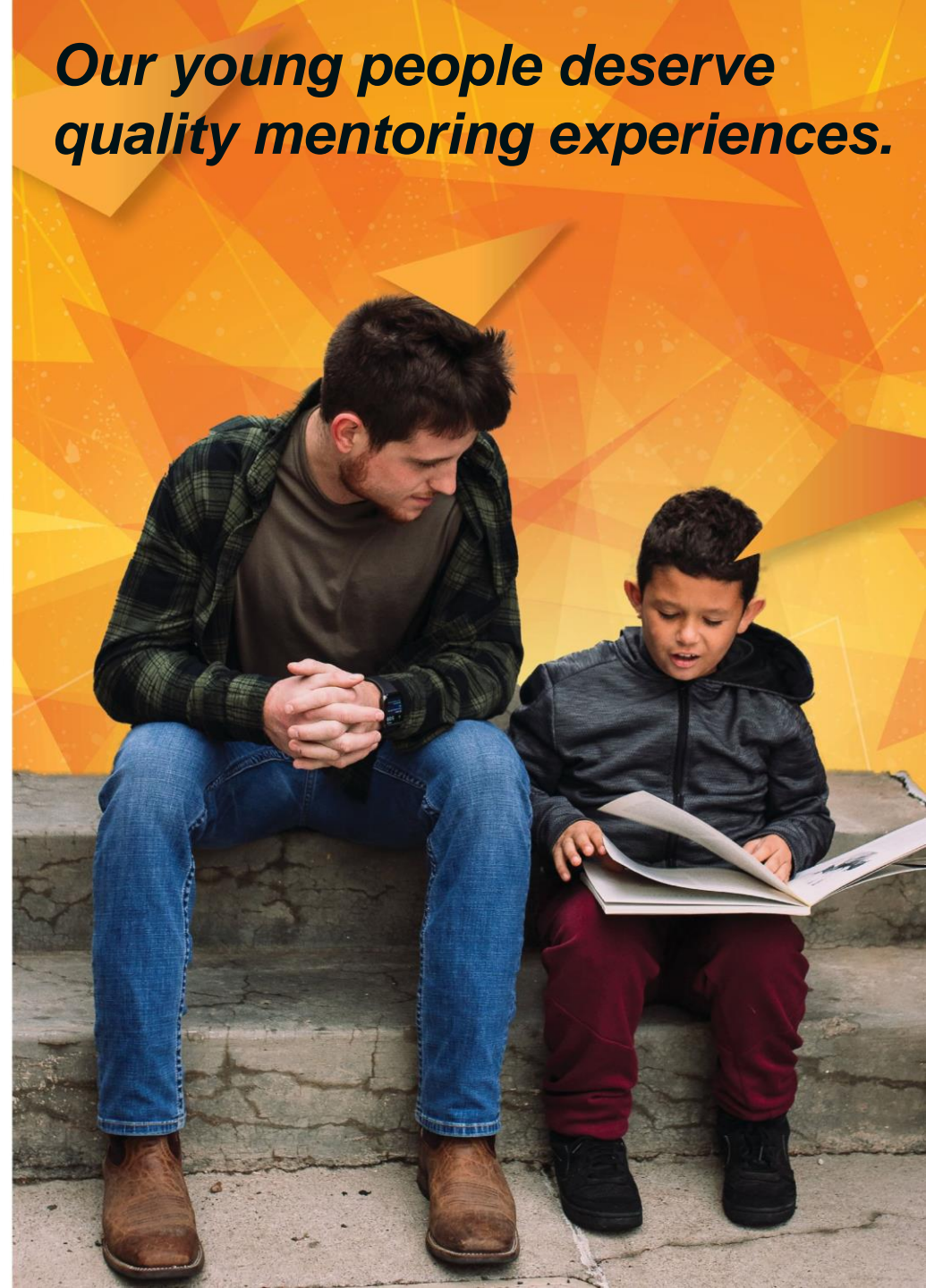
Since Maryland's affiliate of [MENTOR: The National Mentoring Partnership](#) launched in 2018, **MENTOR Maryland | DC** has sought to uplift the urgency of a march toward quality mentoring. We officially expanded into DC in 2021.

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.

*Our young people deserve quality mentoring experiences.*



# Other Offerings from MENTOR MD|DC

**Connection to National Mentoring Partnership; resources, best practices, trainings, etc. (including National Mentoring Summit) – [www.mentoring.org](http://www.mentoring.org)**

**FREE Program Consulting/Technical Assistance via NMRC (National Mentoring Resource Center) – [www.nationalmentoringresourcecenter.org](http://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](http://www.grants.maryland.gov)**

**Access to <https://www.mentoring.org/>**



**MENTOR**  
MARYLAND | DC

# PRIORITY 1

## SYSTEMS LEVEL ADVOCACY

Identify & solidify  
relationships with  
policy champions

Create policy &  
advocacy platform

Formalize network  
of quality mentoring  
programs

# PRIORITY 2

## EXPAND MENTORING PROGRAMS

Expand school-based  
programs

Expand faith-based  
programs

Increase Black &  
Brown serving  
grassroots programs

# PRIORITY 3

## SHIFTING THE NARRATIVE

Develop key  
messaging for  
changing the  
narrative

Communications  
plan for changing  
the narrative

Incorporate youth  
experience & youth  
voice into campaign



# MENTOR

MARYLAND | DC

***Our Strategic  
Priorities...***

Renee Angelo-Mauk, SHRM-CP

Program Outreach & Support  
Manager – Greater MD Region

Youth Development 15+ years

RPCV Malawi 2011-13

AmeriCorps Alum 2013-14

SMCM Alum 2009

Pronouns: she/they





# Grounding Questions



# LGBTQ SUPPLEMENT

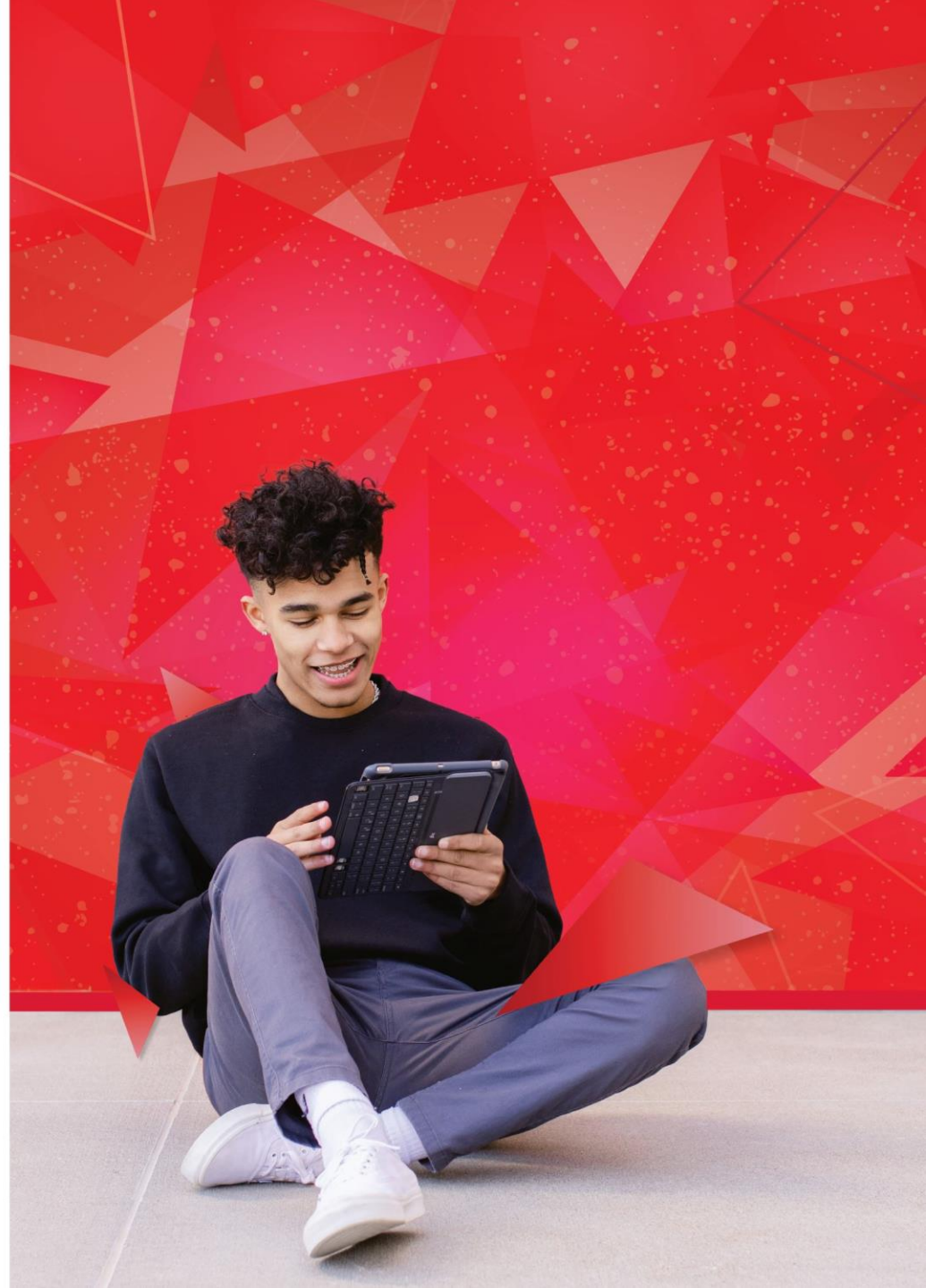
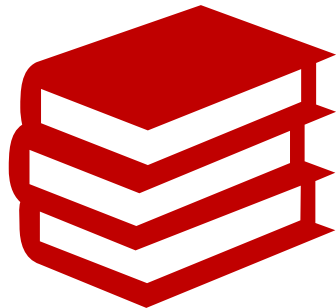
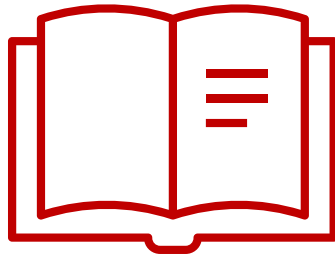
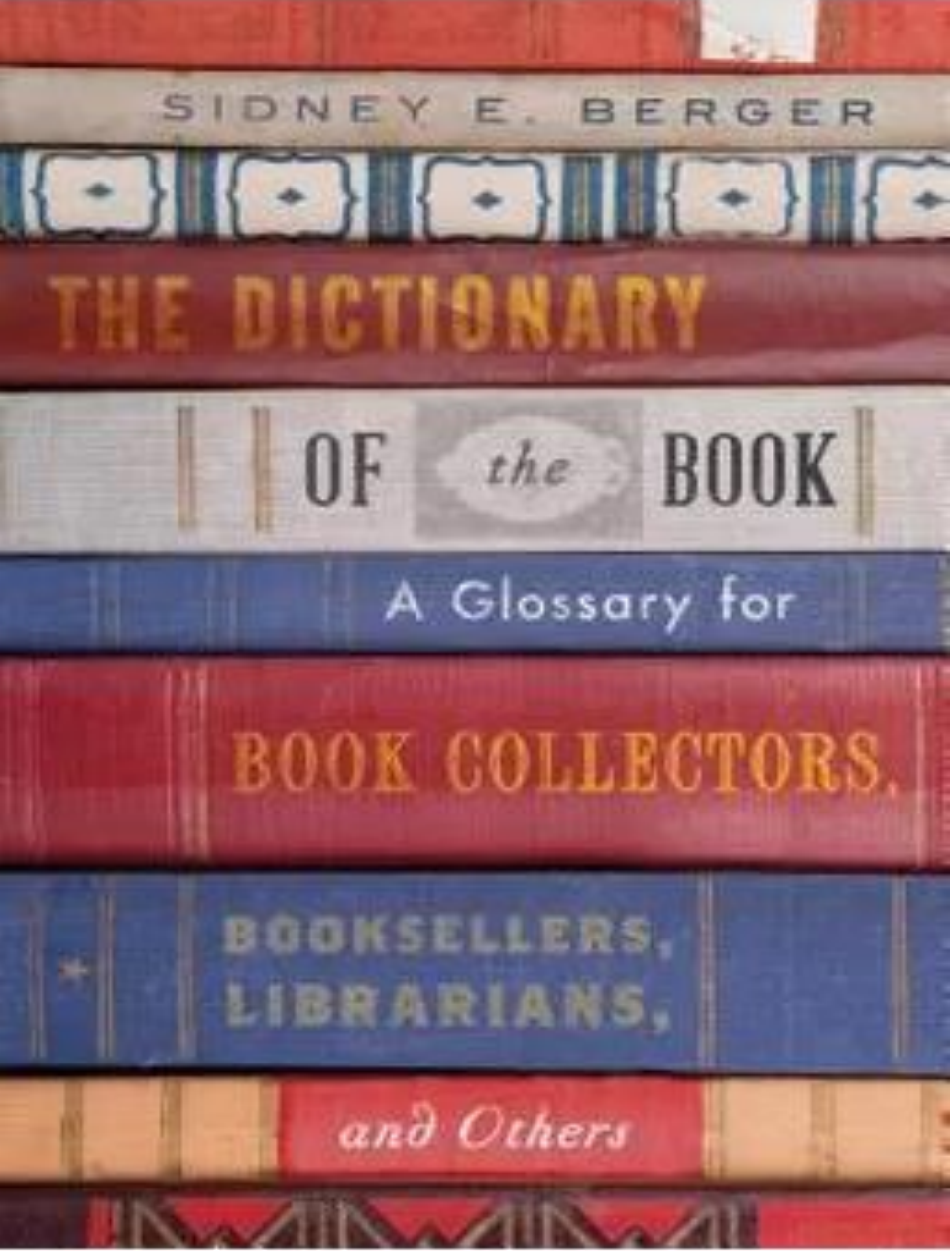
TO THE  
**ELEMENTS OF EFFECTIVE  
PRACTICE FOR MENTORING**

January 2019



**MENTOR**  
THE NATIONAL MENTORING PARTNERSHIP

# Glossary & Definitions



Recruitment

Screening

Matching

Training

Monitoring  
& Support

Closure



Standards  
Benchmarks  
Enhancements

# RECRUITMENT

- Mentor recruitment

- Position description includes abilities associated with allyship
- Volunteer outreach to LGBTQ community groups/adults
- Inclusive and welcome language on website, brochures, etc

- Mentee recruitment

- Emphasize that program values the participation of LGBTQ young people
- Reaches out to organizations that may be already serving LGBTQ youth
- Inclusive and welcome language on website, brochures, etc

**ENHANCEMENT:** *Defined LGBTQ outreach strategy*



# SCREENING

- Mentor screening
  - Criteria excludes homophobia/biphobia/transphobia
  - Interview includes scenarios examples to assess compatibility working w/LGBTQ youth
- Mentee screening
  - if behavior is severe enough, program may allow nonacceptance for youth exhibiting homophobia/biphobia/transphobia



# TRAINING

- Mentors are trained (ideally pre-matched but at least early on) on key information on LGBTQ experiences such as:
  - Definitions, demographics, risk factors, intersectionality, sex and identity, resiliency and protective factors, trauma informed mentoring
- Mentors are trained (ideally pre-matched but at least early on) on these skills to better serve LGBTQ youth:
  - Strengths based approach, possible relationship barriers, unconscious bias, how to handle coming out/disclosures, confidentiality, how to avoid countertransference, responding nonjudgmentally, practicing empathy, using respectful language, boundary setting

**ENHANCEMENT:** *Training utilizes role playing scenarios.*

# MATCHING & INITIATION

- Matching criteria considered includes parent/guardian, youth, and mentor preferences as it relates to sexual orientation, gender identity/expression
- Matching considers the ability of the mentor to serve as an ally
- Matching process includes introductory meeting with parent/guardian, mentee, and mentor with ample time to assess "fit" before formally committing to relationship
- Program hosts opportunity for mentors and mentees to get to know each other in group format for a period of time before committing to one-on-one relationship



# MONITORING & SUPPORT

- Match support literature includes referral information to LGBTQ resources
- Program considers offering support groups/spaces for mentors working with LGBTQ youth
- Programs considers offering discussion groups to mentors and youth on topics relevant to LGBTQ community
- Program offers group activities for LGBTQ youth and opportunities for safe/supportive peer connections

***ENHANCEMENT:*** program offers opportunities for mentors and mentees, either through the program or in partnership with other community organizations, to engage in leadership opportunities, community-building initiatives, and local political engagement activities



# CLOSURE

- Program includes discussion in the closure process that focuses on identity growth during the relationship
- Program creates opportunities within mentoring relationships for LGBTQQ youth to learn how to identify and recruit mentors and allies who can serve as positive in-person role models, so that they can grow a larger web of support for their post-mentoring journey.

**AMPLIFY**

*LGBTQ+  
Pride*



Program  
Design &  
Management



Program  
Evaluation



LGBTQ Ally  
Training

# WORKING BETTER WITH LGBTQ+ YOUTH DEEP DIVE



**FREE TRAINING!**  
FEATURING THE LGBTQ SUPPLEMENT TO  
THE ELEMENTS OF EFFECTIVE  
PRACTICE FOR MENTORING

Tuesday,  
June 28th  
11am - 12:30pm

Expanding on our 6/8/22 training, this is a working session where you will begin to take actionable steps to ensure your program is providing affirmative, inclusive, safer mentoring services for LGBTQ youth. Join this session to do the work alongside fellow practitioners in your community so we may reduce harm and strengthen our programs on behalf of LGBTQ young people.

REGISTER TODAY! [MENTORMDDC.ORG/TRAINING](https://MENTORMDDC.ORG/TRAINING)

@MENTORMDDC #MENTORINGAMPLIFIES MENTORMDDC.ORG



**CONVERSATIONS ABOUT MASCULINITY:  
HOW MENTORS CAN SUPPORT YOUNG MEN OF COLOR**  
"We Need to Prove How Strong We Are All of the Time"

 **MENTOR**



**MARYLAND  
UNITED 4 YOUTH**  
2022 CONFERENCE

**UPDATE!**

# CALL FOR PROPOSALS

**NEW DEADLINE: JUNE 27, 2022**

**SUBMIT HERE: [bit.ly/md4y22c4p](https://bit.ly/md4y22c4p)**



CONVENED BY:





WE PROVIDE  
TECHNICAL ASSISTANCE



MENTOR MARYLAND | DC & NMRC OFFER ...

## *No Cost Technical Assistance for Mentoring Programs!*

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*The National Mentoring Resource Center provides free technical assistance to mentoring programs focusing on their individual needs and improving their implementation of mentoring practices in alignment with the Elements of Effective Practice for Mentoring.™*

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### TECHNICAL ASSISTANCE IS PERFECT FOR...

Start Up &  
Established Programs!

Learning how to find and  
write grants

Recruiting  
and retaining mentors

National Quality Mentoring  
System (NQMS) Assessments

**Ready to Apply?**  
[bit.ly/nmrctechnicalassistance](http://bit.ly/nmrctechnicalassistance)

**Not Sure? Schedule your individual call with  
our Program Outreach Managers TODAY!**  
[mentormddc.org/resources/consultation](http://mentormddc.org/resources/consultation)