

# **BELONGING & EQUITY: HOW TO SUPPORT YOUNG PEOPLE AMIDST CONTINUED ASIAN HATE & DISCRIMINATION**



*MENTOR New York hosted a Wellness Panel in June of 2021 with Crystal Kim of APEX for Youth and Hana Mangat of Sikh Kid 2 Kid where they provided tips for how to support AAPI youth. Read the tips below, watch a [recording of the panel](#), or watch the [tell-all Mentoring Take Two recording](#) where panelists answer audience questions.*

## **TIPS**

### **What to do as a mentor:**

- Ask intentional and thoughtful questions so that your mentee may process and reflect on the news and experiences in their community.
- Exercise curiosity by delving into your mentee's reflections, recognizing that they are the experts of their own experiences and identity.
- Don't assume your mentee is looking for your advice. Listen first. And continue to ask questions, centering the young person's experience before providing solutions.
- Demonstrate vulnerability by disclosing to your mentee how you share a similar fear, challenges, trauma, validating their experiences.

### **What to do as a mentoring program:**

- Check in frequently with the young people engaged in your program to incorporate their actual needs into your organizational approaches. Consider implementing regular phone calls or a survey.
- Equip mentors with the tools to reflect on their own cultural identity and experiences, practice cultural humility, and expose their vulnerability with their mentees.
- Create an organizational culture where mentors know they can and should approach programming staff frequently to ask questions or explore new practices to address a challenge.
- If possible, incorporate educational opportunities for your mentors and mentees to learn about their culture, their community's immigrant experience in the US, any specific history relevant to your geographical location, and generally the history of oppression.
- Encourage mentees to become curious with their peers about their backgrounds with sensitivity and intentionality. Model curiosity, open dialogue, and learning about different cultures, religions, etc., and validate their own experiences and identity.

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## **TIPS**

### **Tips for activating and amplifying youth voice:**

- Ask open-ended questions that encourage young people to dream about what they want their future to be.
- Create opportunities for young people to play a pivotal role in developing training materials and curriculum and decision-making processes.
- Highlight microforms for activism and advocacy on an interpersonal level with a macro-perspective to significantly impact and influence an anti-racist and feminist future.
- Implement the Developmental Relationships Framework into your mentor training and resources to cultivate mutual respect between mentors and mentees, and help a young person develop a thriving mindset.

### **Tips for implementing diversity, equity, inclusion, and belonging into organization practices:**

- Find opportunities to expand young people's exposure to different cultures and experiences.
- Explore your policies and procedures for recruitment and onboarding of volunteers that ensure you have mentors that reflect the experiences and values of the mentees you're serving, but also mentors that will bring diverse backgrounds and perspectives to your program community.
- Explore organizational partnerships that will stretch your capacity and challenge your community norms to implement a culture of learning and continuous improvement.

## **RESOURCES**

- Apex for Youth's [Stop Asian Hate Guide](#)
- Sikh Kid 2 Kid's [website](#) and [YouTube channel](#)