



## A FRAMEWORK FOR

# INCREASING RACIAL EQUITY WITHIN THE NY MENTORING MOVEMENT



**RESPONSIVE RESEARCH**



**SYSTEMS**



**JOY**



**SAFE SPACES**

# ELEVATING BLACK YOUTH VOICES



## VISION

**We believe all young people have potential:** It is our obligation to shift the social consciousness about how Black youth are seen in the world. We want to ensure that our work affirms their goodness and brilliance. We want to uplift and support Black youth in the mentoring movement in New York State.

## OVERVIEW

**Framework Overview:** This framework exists to guide the deconstruction of systems that perpetuate racist practices within the work of the mentoring movement. It addresses the top concerns of mentees, mentors and program leaders. It is guided by the expertise of MENTOR New York staff, MENTOR Affiliate leaders and program leaders and staff from across NY State who have been working within the lens of racial equity for years.

**Youth Voice:** Elevating Black youth voices will ensure the movement is guided by the potential and ideas of young people who are constantly affected by racism. Their voices will guide solution strategies and advocacy platforms.

**Deconstructing Systems:** Creating more inclusive systems and increasing available credible messengers and role models will help young people excel. Research and practices will broaden the mentoring network and allow a diversification of volunteers and models that embrace varied cultural and social norms.

**Creating Spaces of Joy:** Creating spaces of wellness and joy will intentionally support the social and emotional development of Black youth who are experiencing traumas from COVID-19, police brutality, and racism.

**After reviewing the framework:** Your team can decide if these ideals fit into your work. Afterwards, your team can create objectives for each ideal, as well as action steps for implementation.





## MENTOR National

### DEEPENING RESEARCH AND BEST PRACTICES THAT ARE RESPONSIVE TO BLACK YOUTH'S NEEDS

Responsive Emerging Resources:

- COVID-19 Impact
- Police Brutality/Social Justice
- Same Race Role Models
- Joy and Happiness
- Mentoring Mindsets and Cultures

Further Integrate a DEI Lens in EEP and NQMS\*

- Mentor Recruitment
- Inclusive Intake and Background Check Process
- Culturally Relevant Program Models
- Move to Strength-Based Language in Marketing and Communications

*\*Elements of Effective Practices for Mentoring™ and National Quality Mentoring System*

## MENTOR New York

### CREATING SYSTEMS OF EQUITY AND INCLUSION

- Racial Justice and DEI Training for Board and Staff
- Diversification of Board and Staff to Reflect Community
- Marketing and Communications Assessment and Inventory
- Develop Crisis Checklist
- Social Justice Framework
- Support Inclusive Recruitment and Intake Process of Mentors
- Support Development of Youth Advisory Councils as Part of Best Practices for Program Infrastructure
- Leadership and Peer Forums to Collaborate Within the Movement
- Support Programs in DEI and Racial Justice Work
- Elevate Experts to Support the Well-being of Black Youth
- Develop Partnerships and Models that Provide Economic Sponsorship for Career Readiness

## MENTORING & Youth Devel. Programs

### CREATING SPACES OF JOY

- Diversification of Board and Staff to include Critical Mass of POC
- Cultural Proficiency of all Staff
- Reimagine Recruitment, Intake and Support
- Crisis Management Plan
- Develop Youth Advisory Board
- Explore Models and Practices that Increase Diversity and Inclusion
- Develop Wellness Support Team
- Train Mentors for Cultural Proficiency and Providing Ongoing Support
- Review Policy and Procedures to Dismantle Deficit Perspectives and Increase Inclusion and Racial Empowerment

## ADVOCACY Resulting in Community Impact

### CREATING SAFE SPACES

- Creating Safe Spaces for Black Youth that do not Build on Trauma (example: Police in School)
- Create Systems for Eradicating the Digital Divide
- Responsive Supports for Children During Times of Trauma and Crisis
- Increased Support for Infusing Mentoring in All Spaces Where Youth Engage with Adults
- Create Economic Programs that Allow for Economic Upward Mobility in Career Readiness



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## RESEARCH IN ACTION

- NQMS
- Become a Better a Mentor
- EEP Supplements
- Growth Mindset
- Mental Health Resources
- Relationship Centered Schools

## CREATING SYSTEMS OF EQUITY AND INCLUSION

- Language Matters: Marketing & Communications
- Developing a Diverse Board of Directors
- Leveraging Staff Diversity and Inclusion
- Increasing Cultural Competencies
- Critical Mentoring Supplement and Training
- Evaluating Program Design and Process for Inclusion
- Aligning Equity and Inclusion Practices with Partners and Vendors
- Strength-Based Language: How We Talk to Young People

## CREATING SPACES OF JOY

- Design Meeting Spaces for Young People by Young People
- Elevating Youth Voices
- Develop Wellness Support Teams
- Mindfulness and Fun
- Coaches as Mentors
- Infusing Arts in Mentoring

## ADVOCACY AND EDUCATION

- Staff and Mentors Trauma-Informed
- Trauma and Crisis Plans to be Responsive in Times of Need
- Infusing Mentoring in Communities
- Create Economic Programs that Allow for Economic Upward Mobility in Career Readiness
- Creating Networks and Cohorts to Advocate for Mentoring at Local, State, and Federal Levels



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## OVERVIEW & ASSESSMENT

Video Intro  
Assessment  
Reviewing the Findings



## CONTINUOUS LEARNING

Training Module- Recorded/ Self-Paced  
Podcast  
Readings, Activities, Action Steps  
Peer Network and Cohort Learning



## TOOLS & RESOURCES

Self

Organization

Programmatic

Community



## SUPPORT & SERVICES

MENTOR NY

Consultant

Resource/Services

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