

MY BROTHER'S KEEPER

ALLIANCE

Thank you for joining! Today's webinar
“An Introduction to the *Supporting Young People in the
Wake of Violence Guide*”
will begin momentarily

Webinar Logistics:

1. You will be joining the webinar in **listen only mode**
2. Ensure you have **selected the appropriate Audio Setting** on your control panel
 - To join using your computer, select “Mic & Speakers”
 - To join using your telephone, select “Telephone” and dial in using the information provided
3. To **submit questions**, please do so **via the Questions Box** located on the control panel. We will do our best to answer all questions during moderated Q&A throughout the webinar.

March 7, 2017

Linda M. Rodriguez, JPMorgan Chase & Co.
Rudy Lozano, JPMorgan Chase & Co.
Hilda Marie, M.A., The Mental Health
Association of New York City

An Introduction to the *Supporting Young People in the Wake of Violence* Guide

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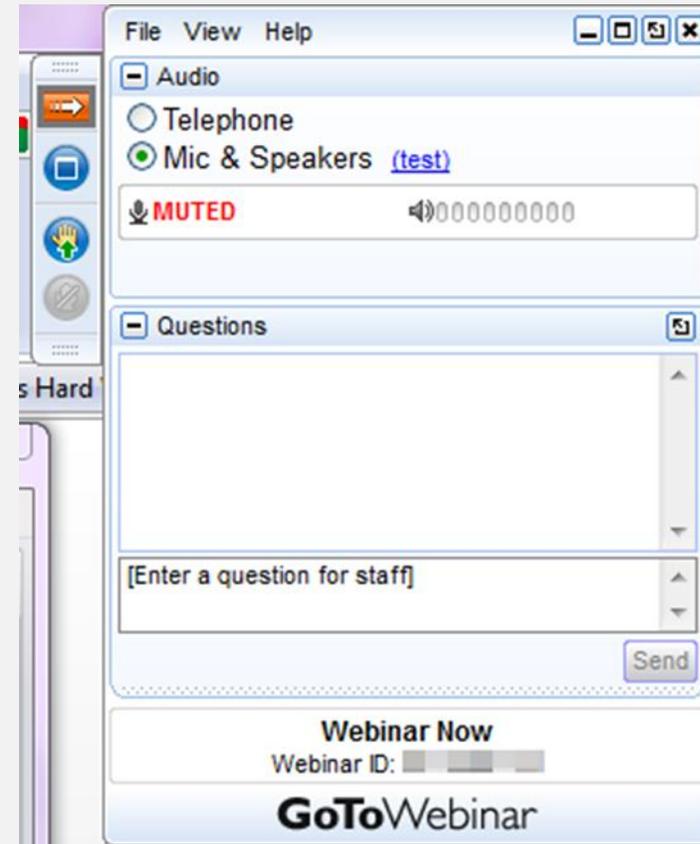


My Brother's Keeper Alliance Webinar Series

- Webinar 1: Cultural and Class Conflicts in Mentor-Mentee Matches
- Webinar 2: Overview of Mentoring Boys and Men of Color and Pathways to the Mentoring Effect
- Webinar 3: Review of the *Elements of Effective Practice for Mentoring Boys and Men of Color*
- Webinar 4: Getting Results for Our Youth: Evaluating Programs for Continuous Improvement
- Virtual Trainings
- Access these resources on MENTOR's website:
<http://www.mentoring.org/program-resources/my-brothers-keeper-webinars/>

Participation in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



Background on the “Supporting Youth” Resource

- MENTOR & JPMorgan Chase & Co.’s partnership
- Concerns expressed by TFI mentors about the challenges their mentees are facing and the violence impacting their families and communities
- JPMC TFI leaders, MHA and MENTOR collaborated to create the recommendations outlined in this resource
- Goal & audience of this resource

Linda M. Rodríguez

- The Head of The Fellowship Initiative (TFI) and leads national youth employment strategy for Global Philanthropy at JPMorgan Chase & Co.
- Led the successful expansion of TFI to three markets: Chicago, Los Angeles, and New York City
- For twenty years, Linda has worked for leading national youth and workforce development organizations
- Earned her Master's degree at the University of Virginia and her Bachelor's degree at Wesleyan University

Rudy Lozano



- Program Manager for The Fellowship Initiative in Chicago
- A leader in the youth development and community organizing fields for 20 years
- Earned his Bachelor's degree in youth and community organizing from Northeastern Illinois University and his Master's degree in Educational Leadership from the University of Illinois at Chicago

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Hilda Marie, M.A.

- Advocate and counselor for individuals affected by trauma and violence for 30 years
- Program Director at the Mental Health Association of New York City, providing emotional wellness assessments and services to the young men of The Fellowship Initiative
- Program Director at Aldea Counseling Services; Certified Youth and Adult Mental Health First Aid Instructor; Mental Health Consultant and staff trainer for numerous social service organizations in NYC
- Bachelor's Degree in Psychology (York College); Master's in Psychology (The City University of New York); Ordained Interfaith Minister (New Seminary for Interfaith Studies)

JPMORGAN CHASE & Co.

Supporting Young Men of Color in the Aftermath of Violence and Trauma



Mural created by TFI Fellows, with teaching artists from Groundswell, to represent their definition of success

Linda M. Rodríguez

Program Officer for Youth Initiatives and
Head of The Fellowship Initiative

Rudy Lozano

Vice President and Program Manager for
The Fellowship Initiative in Chicago

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MENTOR
THE NATIONAL MENTORING PARTNERSHIP

“No program can single-handedly address the systemic and structural forces that too often constrain the choices and derail the potential of boys and young men of color. **But in all aspects of its design and implementation, TFI acknowledges and partners with the Fellows, families, and mentors to recognize and overcome these challenges...** Few [programs] appear to offer the breadth and depth of activities and supports that TFI delivers...” [Urban Institute](#)



TFI THEORY OF CHANGE

Young men of color face social, economic, and systemic challenges that impact their education and career success.

Drawing from exemplary practices from the **youth development, college access, career development and education** fields, TFI Fellows with learning experiences that are designed to help them achieve their education and career potential.

Through **youth-centered, asset-based** activities that promote **inquiry and interdisciplinary learning**, TFI focuses on the **social and emotional development** of Fellows, while also fostering competencies that contribute to enhanced cognitive skills and academic performance.

ACTIVITIES

- Coaching
- Peer Support Network/Brotherhood
- Mentoring
- Academic Instruction & Tutoring
- STEM
- Arts
- Leadership Development
- Service Learning and Civic Engagement
- College Access
 - College Visits
 - Application Assistance
 - Prep for College Entrance Exams
 - Scholarships and Financial Planning
- Professional Development
- Family Workshops

CORE DEVELOPMENTAL AREAS

- Cognitive Development and Study Skills
- Social and Emotional Learning
 - Goal-Setting
 - Communication
 - Creative Thinking
 - Inquisitiveness
 - Confidence
 - Optimism
 - Generosity
 - Discipline and Persistence
 - Self Management
- Leadership Development
- Professional Development
- Build Social Capital; Positive Networks
- Collaboration and Teamwork
- Cultural Competence and Exposure to Diversity

OUTCOMES AND INDICATORS

- Program Participation and Retention
 - Attendance
 - Completion Each Year
- Improved Academic Performance
 - Class Scores
 - Standardized Tests
 - Teacher Feedback
 - GPA
- Social and Emotional Growth
 - Survey information and observations to assess self-awareness, discipline, confidence, persistence, ability to access resources, and other less tangible measures (e.g., optimism, inquisitiveness)
- College and Career Ready
 - College visits completed
 - Applications completed
 - Financial aid applications
 - Volunteer experiences
 - Work experiences

POSITIVE EDUCATION AND EMPLOYMENT OUTCOMES FOR YOUNG MEN OF COLOR

HIGH SCHOOL GRADUATION

COLLEGE DEGREE

EARLY CAREER SUCCESS

Recognizing and Addressing Trauma

Challenge

Integrating trauma-informed practices into a model that blends youth development, college and career readiness, and mentoring

Approach

- Emphasize youth voice, peer support/brotherhood, and youth leadership
- Multiple assessments
- Create a program culture that embraces and celebrates diversity, values cultural competence, and provides ongoing support for staff and mentors to strengthen skills
- Other strategies: Consistently model desired behavior; challenge definitions of masculinity; engage families
- Collaborate with organizations that have deep expertise



The barriers they face in their teen years contribute, in part, to the significant challenges that boys and young men of color in the United States face in the areas of education, employment, and health. Young men of color have far worse health outcomes than their white peers. They are also more likely to experience chronic exposure to trauma, which affects adolescent development, and can lead to behavior problems and poor academic performance. [CLASP](#)

Introduction to the Guide

- Misconceptions about young men of color and their willingness to talk about feelings
- Creating "safe spaces" for dialogue about the impact of violence and trauma
- Understanding the differences in how young men of color express emotions



Supporting Youth in the Wake of Violence & Trauma

PREPARE: Context and Roles

- **Define your role** - Your role is to respect and affirm their experiences, to help them process their feelings, and consider what actions they can take that will support them and their communities.
- **Do your homework** - Take time to learn about the factors that impact the overall wellness of the young people you mentor and their communities.
- **Know yourself** - Explore your own biases, emotional triggers, and limitations before entering into a conversation with a young person about a challenging topic.

Supporting Youth in the Wake of Violence & Trauma

COMMUNICATE: Strategies for effective conversations

- **Acknowledge what is going on** - These conversations can help young people make sense of their experiences and systems of injustice that may have impacted their families and communities.
- **Understand and cultivate critical consciousness in your mentoring relationship** - A critical approach to mentoring focuses on creating opportunities for youth to reflect on, talk about, and challenge systems of inequity.
- **Begin the conversation** - Talking about what your mentee reads, hears, and notices is often a less threatening starting point.

Supporting Youth in the Wake of Violence & Trauma

SUPPORT: Acknowledge complex emotional reactions and offer help

- **Allow for complex feelings, but avoid destructive messages** - Support your mentees' self-reflection and critical thinking by asking thoughtful questions about their understanding of and reaction to the situation.
- **Understand the range of emotional reactions youth may have and the different ways that these feelings can be expressed** - Expect and be prepared to respond supportively and appropriately to a variety of emotional expressions in young people.
- **Ask questions about safety** - Create a space for discussions about the emotional impact of living with fear; ask questions about the places, situations and people with whom your mentee feels safe or unsafe.
- **Give it time** - At the start, keep the conversations light, and encourage sharing at a pace that feels safe and comfortable.
- **Commit to self-care** - Acknowledge, for yourself and your mentee, that it is okay and healthy to take a break from these discussions and focus on other things as a way of taking care of ourselves.
- **Advocate when necessary** - If your mentee is struggling with an emotional or mental health concern that is preventing them from focusing on their schoolwork or engaging in healthy relationships, advocate for them to receive the additional help they need.

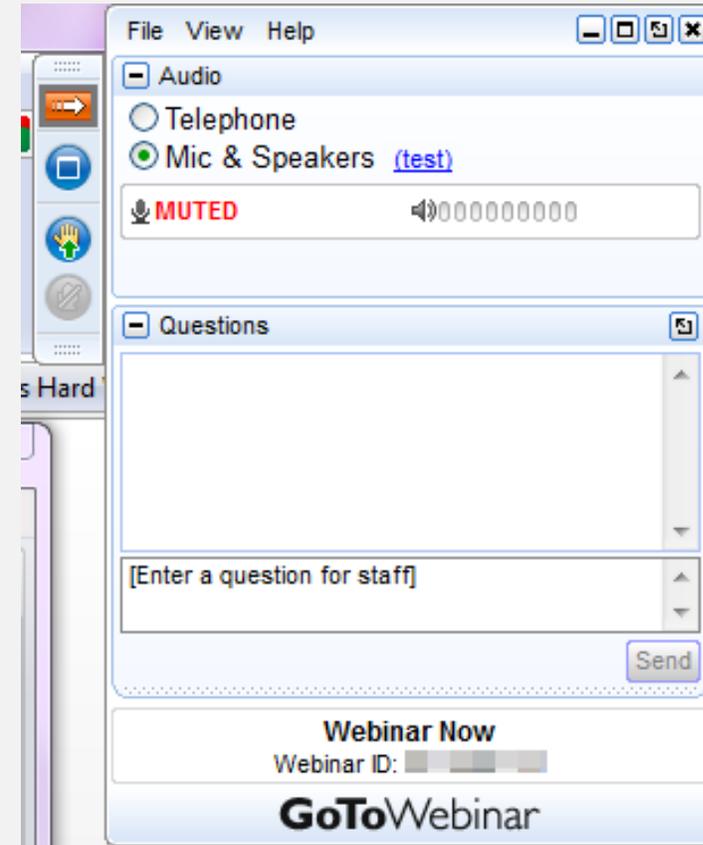
Supporting Youth in the Wake of Violence & Trauma

BUILD COMMUNITY: Create connections for greater impact

- **Deepen your support and impact** – Bring people together, including other mentors, mentoring program coordinators, young professional groups, advocacy groups, and faith-based groups, to discuss the issues impacting young people and their communities.
- **Develop partnerships** – Work with organizations that are experienced and equipped to facilitate safe, healing, and productive conversations about violence, race and injustice.
- **Empower young people to set the agenda for a community conversation** - Work together with youth to develop key questions that young people and their community can discuss and brainstorm together, as well as guidelines and parameters for the conversation.

Q&A

Type your questions in the question box:



Additional Resources

- Read “[Supporting Young People in the Wake of Violence and Trauma](#)”
- Request no-cost help for your mentoring program at www.nationalmentoringresourcecenter.org, an online resource funded by the Office of Juvenile Justice and Delinquency Prevention and facilitated in partnership with MENTOR
- Recruit mentors by submitting your program to the Mentoring Connector <https://connect.mentoring.org/admin>

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**Thank you for participating in
today's webinar!**

- Be on the lookout for a [survey about your experience](#). As always, your feedback is greatly appreciated as we work to provide technical assistance that is valuable for your organization and community
- [For more information](#), please contact info@mentoring.org or email info@mbkalliance.org