



Mentoring young adults: How mentoring organizations can approach responding to crises in a sustainable, responsible and empowering way

September 22nd, 2022



**COLLABORATIVE
MENTORING** 
WEBINAR SERIES

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions in the **Q&A** panel
- Type comments in the **Chat** box
- **Live captions** available in the panel by clicking on the “**CC**” at the bottom of the screen
- Respond to polls
- Who is with us today?
 - Type in the **Chat** to introduce yourself!
 - For all participants to see your message, change to “All panelists and attendees” in the Chat

Audio Settings ^



Chat



Raise Hand



Q&A



Live Transcript

Leave

COLLABORATIVE MENTORING
WEBINAR SERIES

Good to Know...

One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the [Collaborative Mentoring Webinar Series webpage](#), where all slides, recordings and resources are posted

Please help us out by answering survey questions at the end of the webinar.

Today's Webinar

Agenda

- What is a Crisis?
- Crisis Response Framework
- Interactive examples
- Wrap Up
- Q&A

You will leave this webinar with..

1. A shared understanding of potential crises you may need to address as a mentoring program
2. A clear framework you will be able to use in your own organizations moving forward

Silver Lining Mentoring Staff Speakers



Mobile Burrell
they, them, Mobz

Assistant Director of
Technical Assistance
and Institute Initiatives



**Sally Sanchez-
Peña**
she, her, hers

Program
Coordinator



Christina Haines
She, Her, Hers

Senior Director of
Strategy and
National Impact

What Is A Crisis?

Merriam Webster: a: an unstable or crucial time or state of affairs in which a decisive change is impending especially : one with the distinct possibility of a highly undesirable outcome (a financial crisis; the nation's energy crisis)

b: a situation that has reached a critical phase (the environmental crisis; the unemployment crisis)



Our working definition: Any situation with a degree of urgency with the potential for adverse outcomes to the mentee - in the eyes of the mentee, mentor or guardian/caregiver

What Is A Crisis?

Crisis Examples:

- **Housing insecurity**
- **Food insecurity**
- **Incarceration of mentee or mentee's loved ones**
- **Intimate partner violence**
- **What else?**



Crisis Response Framework



Centering Your Organization or Program's Mission:

- What is your mission?
 - Ethical and Sustainability Considerations

Crisis Response Framework

Creating a Crisis Plan Before Your First Match

- Program Policies
- Relationships and Resources that Support Program Policies
- Training of Staff and Mentors



Crisis Response Framework



Navigating a Crisis Plan After Matching

- Harm Reduction
- Triage Plans for Young Adults

Crisis Response Framework

Don't Forget:

- **Attending to the Well-being of All Involved During and After a Crisis**
 - **Mentee**
 - **Mentor**
 - **Staff**

- **Organizational Liability**



Crisis Response Framework

Tool for Programs:

Mentoring young adults: How mentoring organizations can approach responding to crises in a sustainable, responsible and empowering way



- **Examples**
- **Reflection Questions to Inform Program Policy Planning**

Crisis Example I

Scenario:

A 20 year old youth is involved in a physical altercation with another youth at their group residence. Emergency services and police are called and the youth is hospitalized for 72 hours. Upon discharge, the youth is not allowed to return to the residence. At this time, there are no legal concerns for the youth. The youth reached out to Program Staff after leaving the hospital looking for support.



Crisis Response Considerations

- Mission - Crisis Org or Mentoring Org
- Crisis Plan: Policies, Infrastructure, Training
 - Clear program policies and expectations - Youth reached out during business hours so staff can support & knows what resources to access during off hours
 - Support to Mentor = Emotional/Brainstorming
- Harm Reduction & Triage Plans
 - Youth is their own guardian, SLM's support: Connecting them w community resources & future planning
 - Support for the mentor inc. Guidance on how to support mentee & resources to share



Crisis Response Considerations

- Attend to Well-being of:
 - Mentee - Assigned SLM Staff initiated ongoing check ins with youth and referred to future plans created together
 - Mentor - Clear, Regular Check Ins w Mentor and Debrief Space; Validation for Mentor
 - Staff - Supervisor and Peer Support, Workplace Culture encouraging prioritizing wellness/self-care
- Organizational Liability



Crisis Example 2



Scenario:

A 16 year old youth ran away from their group residence. The youth refuses to talk with her legal guardian/DCF provider, but did reach out to the mentor hoping to stay with her. The youth also declined to share info about where she was/didn't want to be found and returned to care. The mentor reached out to Program Staff seeking support.

Crisis Response Considerations

- Mission - Crisis Org or Mentoring Org
- Crisis Plan: Policies, Infrastructure, Training
 - Refer to DCF policies for youth who runaway/work with guardian on what mentor should do if youth reaches out
 - Worked w Mentor to create a plan and review policies on how they can support the youth
- Harm Reduction & Triage Plans
 - DCF guardianship limited how mentor and SLM could be involved
 - Clear plan on how often SLM staff could debrief with mentor



Crisis Response Considerations

- Attend to Well-being of:
 - Mentee - Did not want to be reached, support mainly provided through mentor
 - Mentor - Clear, Regular Check Ins w Mentor and Debrief Space; Validation for Mentor
 - Staff - Supervisor and Peer Support, Workplace Culture encouraging prioritizing wellness/self-care
- Organizational Liability







Stay in Touch



Seeking No-Cost Training or Technical Assistance?

Complete the [intake form](#)

Like us and follow us!

-  /silverliningmentoring
-  @slmyouth
-  /company/silver-lining-mentoring
-  @silverliningmentoring

Contacts

Christina Haines (she/hers)

Senior Director of Strategy and National Impact

christina@silverliningmentoring.org

Mobile Burrell, MSW, (they/them or name)

Assistant Director of Technical Assistance and

Institute Initiatives

mobile@silverliningmentoring.org



www.silverliningmentoring.org

Additional Resources

Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here:

<http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector

<https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance

Remember...

After the webinar:

- Please help us out by answering survey questions at the end of the webinar.
- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- **Email us** at collaborativewebinarseries@mentoring.org
- **Tweet** with hashtag #MentoringWebinar
- **Visit our webpage** on the MENTOR website for past and upcoming webinars:

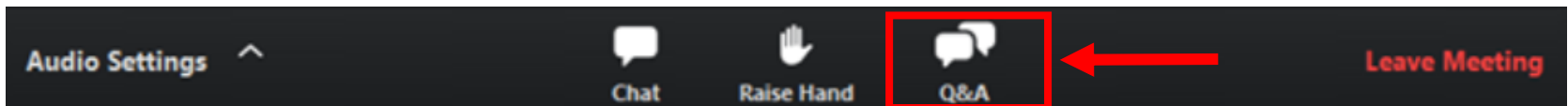


The Collaborative Mentoring Webinar Series is hosted by MENTOR National and facilitated by MENTOR and a planning team of MENTOR Affiliates. Through ongoing planning and evaluation of the latest developments in the field, this team delivers a webinar each month focused on strengthening mentoring practice, sharing new resources, and helping the field put research into practice. These webinars would not be possible without the planning team, which includes the following *Affiliates*: MENTOR Colorado, MENTOR Indiana, MENTOR North Carolina, MENTOR Vermont, and MENTOR Washington.

COLLABORATIVE MENTORING
WEBINAR SERIES

Q&A

**Type your questions in
the Q&A panel**



Join Us Next Month!

Next Month's Webinar
Expanding Mentorships to Center Around Gen Z
Agency, Advocacy, and Decision-Making
October 6th
1-2:30 pm ET



COLLABORATIVE
MENTORING 
WEBINAR SERIES