

Mentoring & Coaching Monthly

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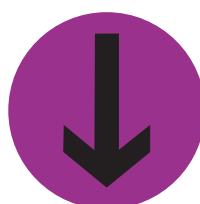
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**“A mentor is
someone who
allows you to see
the hope inside
yourself.”
— Oprah Winfrey**



In This Issue

Welcome to the February 2021 issue of Mentoring & Coaching Monthly. In this issue, we come together to celebrate Black History Month. African American history has been shaped with episodes of oppression, division, and inequality. Today, black men and women continue fighting for equity and respect. Some people protest in the streets, others try to recreate the system from the inside, and a few of them work to strengthen the minds and hearts of the youth. Mentoring relationships are vital to children, adolescences, young adults, and even professionals. Mentors hold out their hands to help mentees rise to their full potential. We encourage everyone this month to celebrate black history and contribute to creating a brighter future through mentoring. Thank you to all of the mentors who work every day to make a difference in someone's life.



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our February issue! Black History Month is upon us, and it is the time to celebrate the accomplishments of all people that have fought and continue fighting for equality. Black History Month began as a week-long but is now a month-long celebration! Spend this month like MENTOR, who are working to raise the voice of black men, women, and children.

Seattle children who are middle-school aged can join in a group-mentoring setting to develop coping mechanisms, social skills, academic support, and critical thinking. Seattle families can participate in a community program to strengthen their bonds. Successful black men can sign up to be a mentor and role model for the black youth. These programs can help mentees to become successful adults and complete their academic careers. 100 Black Men of America Inc. also works in supporting mentees individually and in group settings.

Talking about race and racism with children is challenging, knowing when to bring it up, when to start, how to say it. It is all sensitive, but it does not have to be! Embrace Race offers tips about how to begin these conversations. The talk should not just stop at children, college students also struggle with bias, connection, and transitions. Read about a mentoring program for black students at the College of Charleston. Thank you for joining us for the latest on mentoring and coaching!



Mentoring Programs

Seattle Cares Movement

Seattle Cares Mentoring Movement is always recruiting new mentors for their programs to help the youth of color. Seattle Cares Mentoring Movement has three mentoring programs: “Rising,” “Community Wellness Circles,” and “Our Best.”

The “Rising” program helps middle school-aged mentees. This program works with children offering them a better start in life. They use group-mentoring to provide a supportive and welcoming environment. This mentoring program aims to include cultural sensitivity and encourage critical thinking, coping skills, and confidence to help them thrive in difficult family situations.

The “Community Wellness Circles” is a mentoring program that works with black families, particularly those with a single mother, and they provide a space where families can grow stronger individually. The “Community Wellness Circles” encourages mentees to develop healthier relationships with their parents or guardians while allowing parents to discuss stressors and challenges to support one another.

The “Our Best” program recruits successful black men to mentor, encourage, and inspire young men.



These mentors work with the youth to develop responsible decisions skills, helping the mentees to continue their academic careers and avoid hazardous choices.

Sign up to be a mentor, donate, or share the link to any available potential mentors. Join a mentoring relationship and inspire someone’s life for the better!

[Mentor Application](#)

[The Rising](#)

[Community Wellness Circle](#)

[Our Best](#)

Mentoring Programs



Mentoring Black Staff and Faculty

The University of Central Florida (U.F.C.) is one university that is taking steps toward inspiring black and underrepresented students. U.F.C. offers many options, including the Black Faculty and Staff Association (B.F.S.A.), Mentoring Breakfast, and the LEGACY Leadership and Mentoring Program.

B.F.S.A. encourages and supports black students by strengthening the relationships between black faculty and staff. B.F.S.A. works with the Office of Division and Inclusion to develop a comprehensive and welcoming environment that respects the underrepresented students' various ethnicities. Mentoring Breakfast is an annual event that invites B.F.S.A. and other mentoring programs intended for minority students.

For U.F.C.'s first generation black students, they offer a LEGACY Leadership and Mentoring Program. This program's main focus are the Pillars of Success: Identity Development, Leadership, Scholarships, and Career Development. The LEGACY Scholars are assigned a B.F.S.A. member to be their first-year mentor as they navigate their path to success.

Learn effective practices from programs like these and create or improve mentoring programs at your own institution.



[Visit the website here](#)

[Legacy Scholar Application](#)

[Mentor Application](#)

Tips and Tricks

Talk Racism

Children soak information up like a sponge soaks up water. A child may start repeating the phrases or words that they heard once, but for some reason, the foul language was memorized, while the alphabet plays on repeat. They also copy the silly faces meant to make them laugh or put makeup on, like mommy. Children see and reproduce more than what most would like; they also copy racial biases and racism as a whole.

In 2020, the Black Lives Matter Movement highlighted the injustices that still occur on the street, in neighborhoods, even in locations meant to be safe such as a school or social media. So, how does someone talk to their child about racism? When do they start? Embrace Race has a few tips and suggestions to have open and effective conversations.

Embrace Race explains that kids learn more from what they see than what they hear, so watching their parents be polite to everyone will teach them more about treating others than being lectured. Also, starting at a young age and encouraging questions will support an honest conversation. Read more about how to talk to children about racism on their website. Also, practice having these crucial conversations with any of your children.



[Read the article here](#)

[See their handout here](#)



Tips and Tricks

100 Black Men

The organization 100 Black Men of America Inc. focuses on supporting black mentees of various ages throughout the county. Each of their programs has specific age requirements, emphasizing individual strengths and skills' development. The 100 Black Men of America Inc. provide articles about leadership, education, health and wellness, mentoring, and so much more.

Since everyone is born into a different situation, whether it is financial, economic, social, or even individual abilities, 100 Black Men of America Inc. offers equal opportunities to everyone through mentoring options, education, and tips for success. They have programs in Alabama, Arkansas, California, District of Columbia, Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Maryland, Missouri, Mississippi, North Carolina, New Jersey, Nevada, Pennsylvania, South Carolina, Tennessee, Texas, and Virginia; however, if the mentee does not live near any of their programs, they are willing to work with the family to find a different arrangement.

100 Black Men of America Inc. offers mentor training both online and during their conference. Their headquarters deliver certificates of completion after an exceptional end of the practice. They also provide mentee training, including the use of S.M.A.R.T goals as a mentor guides them through the exercises. Read their articles about health and wellness, education, and leadership, or donate to their association to support their cause, especially during Black History Month.



[Visit their home page here](#)

[See their programs here](#)

Insider's Look

Transition to College

The transition from high school to college can be intense; however, a black student beginning their undergraduate studies at a predominantly white college may be more difficult because of increased isolation, disconnect, and the usual stress associated with college demands. Keonya Brooker and Earnest Brevard, Jr. from the College of Charleston conducted a study to evaluate black students' experiences in a mentoring program during their first year at a predominantly white college.

Students of color experience more emotional barriers such as isolation and disconnect from the college community, and Brooker and Brevard wrote,

“these emotions may prevent them from seeking the support necessary to persist to degree. Mentoring programs...can buffer the effects of low belongingness and disconnect from the community.”

Therefore, mentoring relationships can improve the success rates for students of color.

Brooker and Brevard assessed 90 students within the mentoring program and had the participants complete a survey about their experience. Their instrument included both quantitative and qualitative measurements. The data fell into three categories: “accessibility and communication, academic and social support, and valuable support with the transition.”

Read more about this study and the challenges that black students may face when transitioning to college.

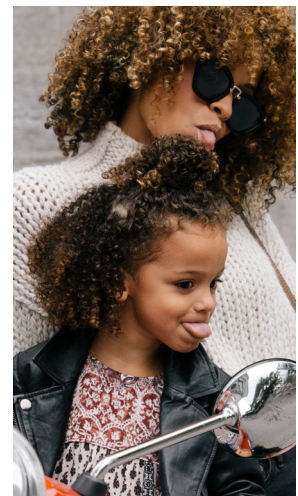


[See the study here](#)

This Month

African American History Month

Black History celebrations began in 1925 as a one-week event, expanding in 1976 to a whole month. Black History Month offers the opportunity to raise awareness about systemic racism and inequality. Throughout this month, MENTOR is working to raise black voices and support the black population. Read about the history of Black History month and sign up to be a mentor today!



MENTOR

USAFA

Big Brothers Big Sisters

History

CWLA

Black Past

NRMN

University of Colorado

Diversity Journal Club

National Reentry
Resource Center

Mentoring Partnership

African American
History Month