

Mentoring & Coaching Monthly

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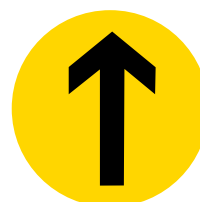
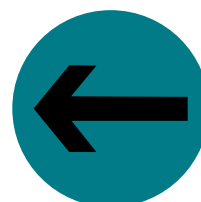
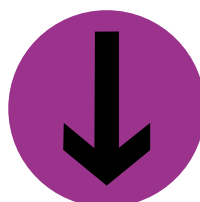
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**“You cannot teach a man anything. You can only help him discover it within himself”
— Galileo Galilei**



In This Issue

Welcome to the February 2021 issue of Mentoring and Coaching Monthly. In this issue we celebrate Black History Month. Black History Month celebrates and honors the accomplishments of African Americans while also acknowledging the struggles they've faced. To this day, Black men and women continue to overcome systemic oppression and discrimination in the fight for equity and inclusivity. Read advice from Big Brother Big Sister on how to incorporate Black history into your life. Read about improving diversity in the workplace and the many benefits it has. Listen to a TED talk from Mellody Hobson on why we should embrace conversations about race.



Editor's Letter

Welcome to Mentoring & Coaching for our February issue! February is Black History Month, and we are celebrating the history and accomplishments of African Americans. Join us in celebrating Black history this month! Big Brothers Big Sisters offers tips on how to celebrate Black History Month with your mentees and incorporate it into your own life. The Hidden Genius Project is a program designed to help young Black males in high school gain experience and seek opportunities in the technology sector. They offer different types of programs that all include mentorship and trainings that help young Black males in high school develop leadership and coding skills.

Some conversations about race and other difficult topics may be challenging to talk about with your mentor or mentee. Chronus offers tips on how to approach these topics in your mentoring relationships. Read about why diversity in the workplace needs to become the norm and how increasing it can bring many benefits. Thank you for joining us for the latest on mentoring and coaching!



Mentoring Programs



[More information here](#)

The Hidden Genius Project

The Hidden Genius Project is a program that aims to help young Black males gain the skills and experience to become successful entrepreneurs and technologists. They were founded in 2012 by a group of five Black male technologists who were discontent with the high unemployment of Black male youth and the abundance of career opportunities in the technology sector.

The Hidden Genius Project offers many different types of programs and workshops. Their Intensive Immersion Program is a free 15-month training program that provides young Black high school males with up to 800 hours of mentorship and training that seeks to help them develop into strong leaders with coding skills. These programs are offered in Oakland, Los Angeles, Richmond, California and Detroit, Michigan. These programs are now open for applications. The deadline to apply for California sites is February 18, 2022, and the deadline to apply for Detroit is Spring 2022.

Their Catalyst Programs are free single and multi-day events that are held throughout the year and expose young people of color to computer programming and pathways to tech careers. The Community Partnerships are on-site technology workshops that are facilitated by the Youth Educators throughout the Bay Area and Los Angeles in California.

Tips and Tricks

Discussing Sensitive Topics

In mentoring relationships, it's important to check in with your mentee and see how they are doing. However, some subjects may be difficult to talk about, leading us to avoid them altogether. Here are some tips on how to approach sensitive topics with your mentor or mentee.

Always ask permission to talk about certain topics. Some issues may be triggering or difficult to discuss. Start the conversation by asking questions like "Would it be okay if I asked you about this topic?" or "Do you feel comfortable talking about this with me?"

Before discussing a topic, make sure to come prepared and educate yourself on the topic. With issues like racial inequality, do not expect your mentee or mentor to educate you, especially if they are a person of color. There are plenty of resources and research on matters such as racism, gender inequality, and more that are easily available. Be open to listening to different perspectives and life experiences that are not your own.

As you discuss certain topics with your mentor or mentee, also make sure that you are listening and asking questions. Do not talk over your mentoring partner or rush to add your own experience and ideas. Make space for your partner to talk about their feelings and viewpoints. Do not play "devil's advocate" in these types of conversations.

It is important that your mentoring partner can feel comfortable talking about these difficult topics with you. Mentoring relationships are an opportunity for people to have a genuine connection and grow in their career and as a person.



[Read the article here](#)

Tips and Tricks

Improving Workplace Diversity

Diversity in the workplace refers to a workforce of individuals with a range of characteristics that include race, gender, ethnicity, sexual orientation, and age. While the U.S. is becoming an increasingly diverse nation, those trends are not reflected in workplace settings. According to a Harvard Business Study, 78% of employees who responded to it said they work at an organization that lacks diversity in leadership positions. Keep reading to find out why it's important to have a diverse workplace and some tips on how to improve it.

Diversity in the workplace has an abundance of benefits. Hiring people from different backgrounds, cultures, and walks of life leads to new perspectives. A company that prioritizes hiring diverse candidates will have a much wider talent pool. New perspectives can mean things like better problem solving and increased productivity.

To create a more diverse workplace, the first place to start is in the hiring process. Post openings on job boards that specialize in diversity and make sure to highlight diversity on the hiring post and on the career page. Doing these things will attract diverse candidates to your company. Offering inclusive mentorships is another great way to promote diversity within the workplace. This can create closer colleague relationships. Establishing an inclusion council is another strategy to improve inclusion within the company. The council themselves should consist of a diverse group of people and seek to create approaches to increase diversity.



[Read the article here](#)

[More about the topic](#)

[More information here](#)

Insider's Look

Color Blind or Color Brave

In her TED talk, Ariel Investments president Mellody Hobson discusses how race is a topic that makes many people uncomfortable to talk about. She describes it as a “conversational third rail” where it gets met with shock which is then followed by silence when people bring it up. However, Hobson argues that we should not hide from the topic of race but rather bring awareness to it and discuss it. When we don’t discuss matters like race, the issues that many minorities face get swept under the rug. For example, Hobson describes how out of the thousands of publicly traded companies, she is one of the only two Black women who are in charge.

“It’s time for us to be comfortable with the uncomfortable conversation about race.”

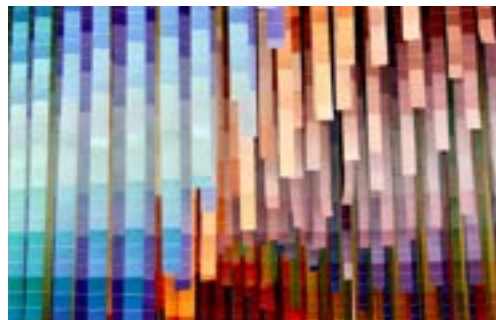
She describes the term “color blindness” in which people pretend they don’t notice race. Hobson argues that this mindset is dangerous because rather than acknowledging and embracing everyone’s differences, it ignores them and the issues that are present for

minorities.

Hobson tells us to be color brave instead of color blind. She says to observe our environments and the people around us purposefully and intentionally. She challenges us to welcome people into our lives that come from different backgrounds, cultures, and countries than us and see how we grow as a person and gain new perspectives and insights on life.

By improving how we currently talk about race, we can be better role models for the future generations. Hobson recalls a moment in her childhood when her mother told her “You can do anything.”

Hobson ends her talk with the inspiring words “Be color brave so that every child knows that their future matters and their dreams are possible.”



[Watch the TedTalk here](#)

This Month

Black History Month

Every February in the United States is dedicated to honor and recognize the history of African Americans. What was originally a week-long celebration grew into a month-long celebration of African American history. Black History Month was founded in 1926 by the Association for the Study of African American Life and History (ASALH). Since 1976, every U.S. president has designated February as Black History Month. Each year a specific theme is also endorsed. This year's theme is "Black Health and Wellness." This theme explores the impact of Black scholars and medical practitioners in Western medicine. To honor Black history this month, here are some tips from Big Brothers Big Sisters.

It is essential for everyone to celebrate Black History Month regardless of race or ethnicity. Everyone should learn about the history and accomplishments of Black men and women. Acknowledge that Black history is U.S. history as well as world history. Don't only focus on Black men and women that overcame slavery and fought for civil rights. While it is an incredibly important part of history, it's also important to acknowledge and learn about Black accomplishments in other areas such as science, technology, literature, mathematics, the arts, and medicine.

Reading books and stories written by Black authors, watching movies that celebrate Black stories, listening to podcasts that discuss Black history, and supporting local Black owned businesses are all excellent ways to commemorate Black history and achievements.



MENTOR

History

Mentoring kids