



Mentoring & Coaching Monthly

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In This Issue

Welcome to the August 2020 issue of Mentoring & Coaching Monthly. In this issue, we tackle some significant problems associated with stress and how to handle it. Read about mentoring relationships and how they can improve the future for the youth of color. We hope that the MENTOR's research will continue to enhance mentoring relationships. Also, join us in recognizing Black Business Month and Spinal Muscular Atrophy (SMA) Awareness Month. We acknowledge and encourage the successes and improvements in medical treatment for SMA patients. Take a look at the extra resources available for more information.

Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our August issue! The fall semester is upon us and within the virtual environment. Though student brought the spring semester to an end through an online school system, this semester will be a major shift for all. Hopefully, mentoring programs and class curriculum can translate from in-person to online effectively.



In this edition, we encourage you to catch up on the relevant mentoring studies, read about the surveys, integrate stress coping, raise awareness for the patients and families of those with Spinal Muscular Atrophy (SMA), and support your local black communities. It is incredible how much mentoring programs, SMA patients, and black communities have overcome, but there is still room for improvement. Work with us to help as many black-owned businesses, patients and their families, and at-risk youth who are in need of a mentor.

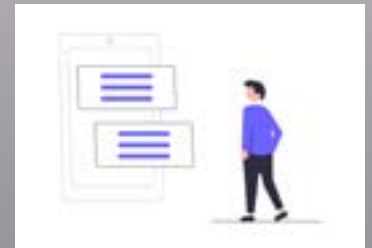


We hope this newsletter will keep everyone updated on mentoring accessibility, quality, and research! Try the text-based communication tactics and look at the extra links for more connecting information. Thank you for joining us.

Youth Perspective on Mentoring

A positive mentoring relationship can mean the difference for a child's future from a high school dropout and a graduate degree. The National Mentoring Partnership (MENTOR) performed the first national survey of the youth's perception of mentoring. They had 18- to 21-year-olds throughout the country explain their thoughts and experiences with mentoring. They found that over one in three young people have never had a mentor, neither formal nor informal throughout childhood and adolescence. That equates to about 16 million youth, 9 million of who are at-risk. MENTOR aims to close the mentoring gap by aiding the youth population with the most risk factors with structured mentoring programs. They focused on three main categories for their survey: the connection between mentoring, ambitions, and results; the importance of mentors; and mentor accessibility.

MENTOR's questionnaire revealed that three-fourths of at-risk youth with a mentor plan to enroll in college and graduate. Those with a mentor tend to set higher academic goals, hold themselves at higher expectations, and engage in positive activities in and out of school. Of those with a mentor, two-thirds of at-risk youth report sports, clubs, or other extracurricular activities compared to the remaining one-third that did not. The longer the mentoring relationship, both formal and informal, the more youth's satisfaction and overall positive outcomes increase. Two-thirds of the young population with relationships lasting more than a year, confirm the theory that length equates to strength in quality mentoring relationships.



MENTOR then looked at the value of mentoring. The main difference between formal and informal relationships, as reported by the mentees, is their primary focus. Formal relationships aim at academic achievement, while informal relationships intend to improve character development. They found that the young people report that formal relationships were "helpful" more than nine out of ten times while informal said 99% of the time; however, about seven out of ten times informal relationships report as "very helpful." The youth have such a positive outcome that over eight out of ten expresses wanting to be mentors in the future.

Finally, MENTOR assessed the availability of mentors for the youth who report that over 80% would return to mentor others. One in three children and adolescents responded that they did not have a mentor through the age of 19, and those at risk are more likely to lack a mentor. The at-risk youth are more likely to want a mentoring relationship but are less likely to have one, sign up to be a mentor, or encourage others to sign up and help erase the mentoring gap.

[Sign up to be a mentor here](#)

[Read the report here](#)

Mentoring Gone Viral

August: the start of a new school year, the wake of new opportunities, and the time to crack open the textbooks. However, this year will be quite different since it will be in a virtual environment. This change requires mentors to adapt their strategy and overcome technical barriers, social distancing, and limited access.

At the beginning of the pandemic, students faced challenges such as classroom transitions, , furloughed parents, and decreased social interactions. Though most of these conditions remain, there are ways to improve and maintain virtual mentoring relationships as The National Mentoring Partnership (MENTOR) advice. Within text-based communication, the meaning of a message or emotional touch may fail to translate, so MENTOR offers a few tips to improve the quality of mentor-to-mentee conversations.

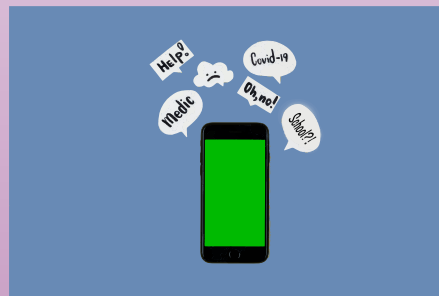
[Learn to connect during social distancing here](#)

[Read about text-based communication here](#)

Of course, yes/no questions are notorious for ending a discussion, so open-ended questions allow the mentee to take control of the conversation and communicate their frustrations. Likewise, the use of emojis, gifs, memes, etc. can improve how a mentor or mentee express their

emotions and can even make the mentee feel more comfortable in the virtual environment. Though a mentor cannot understand the mentee's situation with the pandemic as a whole, they can recognize the

individualized emotions. So, providing personal experiences or acknowledging and validating the mentees' feelings can help them have open dialogue and build trust. It is also essential to avoid humor or sarcasm that someone could misinterpret without the use of tone changes. If a misunderstanding occurs, clarify wholly and quickly; if not, misconceptions may persist. Practice integrating these communication tips into text-based conversations with mentees to improve the quality of the virtual mentoring relationship.



Early Years to Careers: Youth of Color

Young men of color are disproportionately disadvantaged socioeconomically and there is a higher incarceration rate for men of color. Schools and mentoring programs do not have enough people of color as role models. Since mentoring programs are more available to the white population than the youth of color, children and adolescence who want mentors are often at a loss. So, all of these at-risk youth of color, particularly males, lack men of color role models, do not have a mentor, and are more likely to live in poverty, be incarcerated, or lead unproductive adulthoods such as being unemployed or dropping out of school. However, mentoring programs can make a difference in these youth of color's lives.



The National Mentoring Partnership (MENTOR) notices that a strength-based mentoring method can guide mentees in a positive direction. Despite limited mentor resources, through strong relationships, the young men of color can improve their interpersonal connections with meaningful relationships, their community, and even their culture. Suppose the mentor becomes culturally competent and critically conscious. In that case, the mentor can aid the mentee in building on their strengths, identifying their community and social networks, and allowing the mentee to reflect on systems of inequity.

Through these simple shifts in understanding, acceptance, and encouragement, MENTOR aims to improve the quality of mentoring programs, and in turn, the future mentees can increase the quantity of mentors available since eight out of ten report they would return to mentor others. With positive mentoring relationships, the youth of color can magnify their social networks and create an example of adult-to-youth-relationships. Help MENTOR improve the quality of mentoring programs by following in their steps to enhance your mentoring relationships.



[Read the full article here](#)

Resilience

2020 presents some unique challenges for the academic environment and the young population that rely on school lunches, mentors, and the educational tools that schools provide. Resilience has become a common theme throughout the year with the medical field, sports organizations, and the mentoring world. Raphael Rose describes resilience with the necessity of failure and mistakes. He says that resilience is rooted in how someone handles stressors and challenges in general.

Mentors and mentees alike were thrown into the deep end of the pool as mentoring programs transition to a virtual environment. Since so many children and adolescents depend on their services and support to guide them through their personal and academic lives, they have had to navigate new stressors such as decreased social



interactions, drastic changes in school environments, and public health. Raphael Rose explains that stressors from adolescence to adulthood do not change very much. For example, stressful work, trouble with peers, or even financial burdens persist through one's life. However, this year has also brought stress surrounding personal safety.

Chronic stress can lead to cardiac, memory, and immune impairment. Learning to cope with these stressors is vital to becoming resilient and healthy, according to Raphael Rose's lecture. He explains that suppressing stress will not remove it but may agitate it. Instead, he suggests welcoming challenges, increasing social connections, and recognizing feelings of happiness, to navigate stress. He says that as people fail at maintaining these stress navigators, they have opportunities to become more resilient and healthily recover from the stress. With that said, find ways to promote resilience personally and to any mentees by encouraging growth and offering Raphael Rose's stress navigations.

[Watch the Ted Talk here](#)

Black Business Month



Organizations such as The Black Woman's Agenda, Inc. are earning money to reach the \$100 million challenge during the "31 ways 31 days" of August. Journals such as Hope over Hate and Journal of Black Innovation join to help the National Black Business month's schedule supporting the black communities that could benefit from the financial support, especially during the pandemic. The Black Woman's Agenda, Inc. believes if black-owned companies receive

aid then unemployment rates, poverty levels, and incarceration rates will decrease. At the same time, education quality, home stability, and black community success will increase. "31 ways 31 days" encourages participants to visit at least one black-owned company each day guided by the organization. In Oakland, on August 1st, participants visited Miss Ollie's restaurant, Ollie began fighting hunger during the pandemic by serving 200 free meals a week. There are hundreds of companies similar to Miss Ollie's who could use customer support, joining in the movement, and supporting your local black community.

[See New Mexico's schedule here](#)

[Learn more here](#)

[Donate here](#)



Spinal Muscular Atrophy Month



August is Spinal Muscular Atrophy (SMA) Awareness Month. SMA is an autosomal recessive genetic disease that affects the nerves that cause muscle contraction. The nerves that die cause the muscles to deteriorate or atrophy, and the decreased use of the muscle causes more withering. The severity varies; however, there can be low-tone paralyzes, such as decreased involuntary reactions like the knee jerk reflex, and fasciculations

or spontaneous muscle contractions. The types of SMA range between types Ia and Ib to type IV. Type Ia being the most severe and beginning before birth, type Ib during infancy, and types II, III, and IV later in life with decreasingly severe muscular atrophy. SMA is devastating for infants with type Ib, which has an onset of a few weeks after the child is born and slowly immobilizes the infant. They can lose the ability to talk, swallow, and even breathe, which can lead to respiratory failure and death. Not all hope is lost; early gene therapy, early diagnosis, and widespread awareness and support can make all of the difference for the children with this devastating disease. So, during Spinal Muscular Atrophy Awareness Month, donate to organizations such as CureSMA.

[Learn about early treatment here](#)

[Learn about new gene therapy here](#)

[Donate here](#)

