

Mentoring & Coaching Monthly

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**Institute Founder
& Executive Editor:**
Nora Dominguez

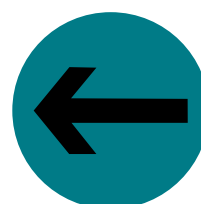
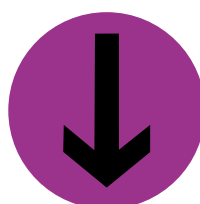
Managing Editor:
Jaiden Torres

**“There are two ways
of spreading light:
to be the candle
or the mirror that
reflects it.” - Edith
Wharton**



In This Issue

Welcome to the August 2021 issue of Mentoring & Coaching Monthly. We discuss equality, equity, and inclusion in this issue through the Starbucks Foundation's support of Big Brothers Big Sisters. Also, the 2021 Old Spice NFL Draft is partnering up with Big Brothers Big Sisters to raise graduation rates by 10%! Gender-diverse within a workplace is not as rare as it once was, but as a nation, there is still room to grow by closing pay gaps, decreasing gendered word use, and speaking up about microaggressions. MENTOR's Advocacy August movement focuses on inclusion and equality for all diverse people, gender, race, ethnicity, neuro, and more. Mentor shares information to educate people and help them develop inclusive skills.





A close-up shot of a person's hand holding a cardboard sign that reads "EQUALITY in DIVERSITY". The sign is held up against a background of a city skyline and a cloudy sky. The person holding the sign is wearing a pink shirt.

[illegible]

Mentoring Programs

BBBS Support Racial Equity

Big Brothers Big Sisters is teaming up with The Starbucks Foundation in Tampa, Florida, to serve the Black, Indigenous, and People of Color (BIPOC) community. This association will advance differences, youth mentorship, and life abilities, such as financial responsibility and mental wellbeing improvement. Usually, a portion of The Starbucks Foundation's commitment to development opportunity for all and subsidizing will permit the one-to-one mentoring organization to pursue endeavors to supply JEDI (Justice, Equity, Diversity, and Inclusion) preparing in nearby communities through their national organize of 230+ offices.

One of the program columns will incorporate fostering social equity incident reaction units that will respond to neighborhoods affected by bigotry, brutality, and other treacheries. The Starbucks Foundation will support BBBSA to execute a three-pronged methodology to advance resilience and develop racial and social values. First, make social equity occurrence reaction units, Relationship Responders, to assist communities adversely affected by prejudice, brutality, and other shameful acts to recoup and mend. Next, give JEDI and Trauma-Informed Care (TIC) training to pioneer Big Brothers Big Sisters staff and volunteer mentors ("Bigs") on a national scale. Finally, sub-grants will be granted to neighborhood BBBS organizations to bolster value in nearby communities that Enormous Brothers Huge Sisters and Starbucks serve together.

Starbucks is committed to publicly sharing its current workforce diversity. They will set yearly Inclusion and Diversity objectives based on retention rates and advance toward accomplishing BIPOC representation of 30% at all corporate levels and 40% at all retail and fabricating parts by 2025. Starbucks is taking the next steps in strengthening the communities they serve. Follow these steps by encouraging inclusion and empowering diversity through supporting, donating, and mentoring.



[Read the article here](#)

[Starbucks Foundation](#)

[Commitment to Inclusion](#)

Mentoring Programs

Old Spice, 2021 NFL Draft, and BBBS

Big Brothers Big Sisters of America has a partnership with the 2021 Old Spice NFL Draft. Old Spice announced an initiative to continue a 10-year commitment intended to raise high school graduation rates by 10% within ten years. They plan to target minority and low-income populations through confidence and empowering programs to foster and develop the mentee's confidence and help them reach their full potential. Old Spice is a part of the NFL's Inspire Change Initiative by partnering with the top NFL Draft prospects, which encourages mentoring relationships and inspires mentoring programs throughout the country.

Old Spice has a YouTube channel to upload videos of drafted players sharing their stories about how mentoring relationships affected their lives, academic careers, emotional development, and aspirations. Through the partnership between Old Spice and BBBSA, Old Spice is creating an opportunity for equity within minority and low-income communities. While the NFL drafts players, BBBSA is drafting mentors; all are welcome, especially men.

Become a mentor today, donate, or encourage others to become mentors since 95% of young adults with formal mentoring relationships and consistent support say the experiences helped them stay on track in school and make responsible choices.



[Read the article here](#)

[DeVonta Smith's story](#)

[Kyle Pitts' story](#)

[Mentor Draft](#)



Tips and Tricks

Eliminate Gender Bias



[Read the article here](#)

[Pay Gap](#)

[Gendered Language](#)

[Diversity break down](#)

Gender bias is rooted in toxic work cultures and microaggressions, making it more challenging for employees to be themselves and achieve their full potential. However, organizations can make changes to resolve these issues. Chronus has seven suggestions that can help employers remove gender biases.

First, education will create awareness of the issues, what both subtle and apparent biases resemble. Second, employers should assess any pay gaps between men and women within the same or similar positions. As of 2020, women still made \$0.82 for every dollar a man made. Third, companies should be aware of the wording of their ads when recruiting. They should avoid gender-charged words, which are words that the mind automatically associates with one gender. For example, “outspoken” and “strong” are more masculine, while “supportive” and “cooperative” sound feminine. Fourth, companies should encourage their employees to speak up about gender biases such as sexist jokes and gender inequality; this raises awareness within the workplace. Fifth, offer flexible scheduling. Consider allowing remote working hours for parents or employees who would be more productive from home, or alternative office spaces, away from any biases or awkward environments. Sixth, organizations should establish mentoring programs to teach their employees to become better self-advocates and develop better organizational and time management skills. Mentoring programs can improve department teamwork, mitigate gender bias, and increase overall potential. Finally, encourage sponsorship within departments; relationships between senior employees who advocate for junior personnel can accelerate their professional development.

Use these suggestions to eliminate gender biases within every workplace! These are just the first steps, but they will improve employee retention, satisfaction, and productivity.

Insider's Look

August Advocacy

During Advocacy August, mentoring advocates are using their voice to support the mentoring field's policy priorities. The webinar discusses how you can use advocacy tactics, find opportunities to engage, and receive information from Congressional staff about mentoring. Advocacy is how we enact social change; volunteers want to be engaged in making a meaningful difference.

The types of advocacies include public awareness/education, lobbying, and grassroots advocacy. Grassroots advocacy can be a combination of public awareness and education, depending on the level of detail you may be sharing about specific bills, policies, legislation, funding opportunities, and what desired action by your organization. Grassroots advocacy matters because it is the duty of elected officials to listen to their constituents and address their concerns, and it can wield as much influence as the biggest corporation.

Tactics in grassroots advocacy include legislative campaigns, media lobbying (TV, radio, newspapers, social media), and current mass movements. MENTOR provides several resources to help build your skills and get educated. MENTOR is also encouraging each affiliate and their grassroots network to nominate at least two new Mayors for Mentoring from their state. You can help nominate or identify by going to mentoring.org/mayors-for-mentoring.

[Read the movement here](#)

[See the video here](#)



Insider's Look

The WE Gear: How Good Teammates Shift from Me to We

Are you looking for strategies to help those in your team become better teammates? This book is for anyone that seeks to prevent selfishness from contaminating one's team. Teamwork does not happen without good teammates. That is why individuals who use a unique way of thinking propel their team to success. This can be applied to various areas, including sports, school, family, work, or relationships. The author aims to help one explore the art of being a good teammate while discovering the five keys of shifting one's focus from "me" to "we."

Most people operate in the "me" gear, where they ask questions such as: What's in it for me? How does this benefit me? The objective is to make good teammates that take a different approach by abandoning self-serving motives and consider what is best for the team. This book is a great tool for anyone that wants to be a better mentor, teammate, coach, teacher, employee, friend, or anywhere else one finds this useful to imply to their life. The book has information and strategies on how to shift from the "me" perspective settings and learn how to deal with team busters or "me" gear people. If you have a hard time communicating with others, there is also help and insights on how to cope with getting back into a team setting. Inspirational material can be found throughout the book to motivate and provide tools to help encourage positive energy.

Lance Loya is the CEO and founder of The Good Teammate Factory. He specializes in getting individuals to shift their focus from me to we and discover true purpose in their lives. Lance previously wrote the children's book Be a Good Teammate and the adult nonfiction title Building Good Teammates: The Story of My Mount Rushmore, a Coaching Epiphany.



By: Lance Loya

This Month

Fall Semester Mentoring

The Fall 2021 semester is beginning, and many universities are returning to in-person classes. Fortunately, peer-mentoring programs are available to help students transition back into the college world and help Sophomores adjust to their first in-person college classes.

University of New Mexico students can participate in the STEM Mentoring Program, which is divided into three sections and colors: the Cherry Peer Mentoring Program for Engineering majors, Silver for Nuclear Engineer students, and Turquoise for incoming international students. The program helps UNM Stem undergraduate students build a supportive relationship with a scientist, engineer, or other relevant professionals from the Air Force Research Laboratory (AFRL). Florida A&M University-Florida State University Engineering students can join their Peer Mentoring Program to prepare for school and find a community within the college setting.

The University of Louisville's incoming first-year students can participate in their READY Mentoring program to ease their transition. Mentoring takes place virtually for the 2021-2022 year. Mentor appointments will be set once a student has been accepted into the program and will occur on the same day/time every other week for 30 minutes. This is a chance for students to build their personal and professional networks and get great tips and advice. Program participation is by invitation only to students who meet the criteria; further application details are found on their website at Louisville.edu/firstyear/first-generation-programs/ready-mentoring.

UNM STEM Program

UNM Cherry, Silver,
Turquoise Programs

Louisville Program



This Month

14th Annual Mentoring Conference

Register now!



14th Annual Mentoring Conference Mentoring in an Interconnected World

Monday, October 18, 2021 - Friday, October 22, 2021 | The University of New Mexico | Albuquerque, NM

Time		Monday Oct. 18	Tuesday Oct. 19	Wednesday Oct. 20	Thursday Oct. 21	Friday Oct. 22
8:00 AM	8:50 AM	Pre-conference workshop: Mentoring matters: How and why to develop self-directed mentees <i>Dionne Clabaugh</i> Part I				Post-conference workshop: Bridging differences for better mentoring: Creating safety and trust in mentoring relationships <i>Lisa Fain</i> Part I
9:00 AM	9:50 AM		Roundtable Sessions	Plenary: Asking Powerful Questions <i>Chad Littlefield</i>	Roundtable Sessions	
10:00 AM	10:50 AM		Concurrent Presentations	Concurrent Presentations	Concurrent Presentations	
11:00 AM	11:50 AM	Plenary: Mentoring matters, an interview with Rachael Riley Lorenzo <i>Tamara Thorpe</i>	Plenary: Why kindness is important when mentoring in an interconnected world <i>Mica Estrada</i>	Plenary: Positive relationships create effective mentors: Results from facilitated mentoring <i>Natasha Mickel</i>	Plenary: Interrupting microaggressions and reducing negative impacts on access to higher education <i>Assata Zerai</i>	Plenary: Mentoring matters, an interview with Celestina Garcia <i>Tamara Thorpe</i>
12:00 PM	12:50 PM	Lunch				
1:00 PM	1:50 PM	Plenary: 5 Ingredients to Design Engaging Mentoring Meetings <i>Chad Littlefield</i>	Plenary: Mentoring in the C-suite: What do we know and where do we go? <i>Suzanne de Janasz</i>	Plenary: Mentoring matters, an interview with Travis Kellerman <i>Tamara Thorpe</i>	Plenary: Developing Leader Identity: How can multiple mentors help to develop diverse leaders? <i>Rajashi Ghosh</i>	Plenary: Mentoring the whole person - The 7 pillars of interconnectedness <i>Michael Dietrich-Chastain</i>
2:00 PM	2:50 PM	Pre-conference workshop: Mentoring matters: How and why to develop self-directed mentees <i>Dionne Clabaugh</i> Part II	Pre-conference Workshop: What's going on in their brains? Improving mentoring relationships through coaching and neuroscience <i>Ann Betz</i> Part II	Concurrent Presentations	Concurrent Presentations	Post-conference workshop: Bridging differences for better mentoring: Creating safety and trust in mentoring relationships <i>Lisa Fain</i> Part II
3:00 PM	3:50 PM		Concurrent Presentations	Concurrent Presentations	Concurrent Presentations	
4:00 PM	4:50 PM		Concurrent Presentations	Concurrent Presentations	Concurrent Presentations	
5:00 PM	7:00 PM	City Tour	City Tour	Poster Session & Social Hour at Sheraton Hotel	City Tour	City Tour