

Mentoring & Coaching Monthly

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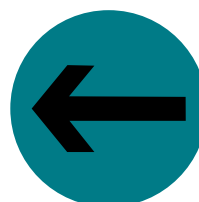
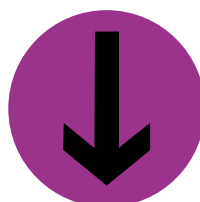
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**“Mentoring is a
brain to pick, an
ear to listen, and
a push in the right
direction.”
— John Crosby**



In This Issue

Welcome to the June 2021 issue of Mentoring & Coaching Monthly. In this issue, we discuss PRIDE month and how best to support and mentor the LGBTQ+ Community. Transgender children and young adults can find a mentor with similar experiences at Trans Peer Mentoring Program. Gender-diverse students may not feel comfortable in college classrooms, but EBA has a few steps that instructors can take to mitigate this discomfort. Students are not the only school system members in need of support; Nina Weisling and Wendy Gardiner support both veteran teachers and ambitious beginner teachers that provide a mentoring opportunity for mentors themselves. In addition, the Association of Legal Administrators has a model or guide for a mentoring program that is more diverse and can increase employee satisfaction. Read a little about the history of PRIDE and see who is celebrating: from organizations such as MENTOR and Big Brothers Big Sisters and charities like The Trevor Project and America's Charities. Join us in celebrating PRIDE this month!



Editor's Letter

Welcome back to Mentoring & Coaching Monthly for our June issue! PRIDE Month is here, and it is a celebration of the advancements of the Gay Rights Movement. Charities like The Trevor Project and America's Charities and organizations such as Big Brothers Big Sisters and as MENTOR are donating, celebrating, and recognizing the LGBTQ+ Community.

Trans Peer Mentoring Program is a mentoring option for gender-diver children and young adults. In the program, the mentee matches with a mentor that has a similar experience with navigating self-discovery. Of course, mentoring is for all age groups, so Tuesday's Children has a Youth Mentoring Program for ages six to 18. Sign up to be a mentor or mentee with both WACUBO and Tuesday's Children. EBA also has tips to help transgender students feel more comfortable with their gender identity by offering steps that instructors can take to creating a safe environment for all students.

Nina Weisling and Wendy Gardiner support both veteran teachers and ambitious beginner teachers who provide a mentoring opportunity to mentor themselves. The Association of Legal Administrators, ALA, has a mentoring program model for cross-functional mentoring, which will increase diversity within a workplace. This mentoring program model can help to foster a safe and professional environment for any employee, including those within the LGBTQ+ Community. June is PRIDE Month! Celebrate the LGBTQ+ Community and the Gay Rights Movement MENTOR, Big Brothers Big Sisters, The Trevor Project, America's Charities, Chronus, The White House, and C4K clubhouse. Thank you for joining us for the latest on mentoring and coaching! Center for Mentoring Excellence, All Together, and Big Brothers Big Sisters. Thank you for joining us for the latest on mentoring and coaching!



Mentoring Programs

Trans Peer Mentoring Program

The Trans Peer Mentoring Program is both a virtual and in-person program. Tanisha Stewart, one of the co-founders, created a safe environment for a gender-diverse community. This mentoring relationship option can aid a transgender or non-binary mentee between the ages of 10 and 25 in navigating their journey of self-discovery. Discussions of interest include multiple identities, religious conflicts, coming out to friends and family, and academic or professional issues related to trans or queer identity.

A mentee matches with a mentor with similar experiences in monthly meetings and bimonthly visitations. The director pairs mentors and mentees based on shared identities and interests. Mentors and mentees may attend community events or workshops with guardian approval. Transportation and setting will be discussed amongst the director, mentee, mentee's guardian, and mentor. Meetings between mentors and mentees have transitioned to video chat, and monthly mentor meetings are also available via video chat. The in-person sessions or visitations are in Oakland, CA. Any volunteer mentors must be located within the Bay Area; however, mentees can be anywhere.

Mentors must be at least 18 years of age, and mentor training sessions are open every 2nd Sunday of the month, in Oakland, CA, from 1 pm to 3 pm. If any potential mentees are looking for guidance and support, this program may be a great match. Spread the word about this self-discovery-based mentoring program for gender-diverse children and young adults.



Mentoring Program

Mentee

Mentor

Tips and Tricks

Guide to Diverse Mentoring

The Association of Legal Administrators, ALA, offers a guide and mentoring program model for cross-functional mentoring. Mentoring programs should be present in the workplace because they can attract potential employees, recognize extraordinary team members, build confidence, and foster diversity. In addition, mentoring can assist in succession planning and the development of new leaders and play a pivotal role in professional advancement opportunities in law firms. The article presents assessments and creating plans for implementation, maintenance, and communication.

Their mentoring program basics are supportive structure, ongoing feedback, and evaluations. Their model consists of formal and informal teaching techniques and effectiveness assessments. The mentoring guide suggests that employers are race-conscious when recruiting, network universities with potential candidates, and market campaigns to increase their diversity and improve their outcomes during their entry stage of the program. Next is formal learning, including orientation, recourses such as books and articles, and continuing education. Then, informal learning such as interviews, networking opportunities, discussions, and meetings. Finally, the assessment period, which includes both formative and summative assessments.

The ALA's model for diverse mentoring programs can enhance any work environment and encourage growth within other mentoring programs. The article incorporates their model into employee trainings and mentoring opportunities. Mentoring will play critical roles for attorneys and staff members. Programs can create a culture and teach skills that enable and foster ongoing mentoring relationships. It will help with understanding criteria and path to career advancement and provide crucial support for the development of skills required for passage.



[Read the article here](#)

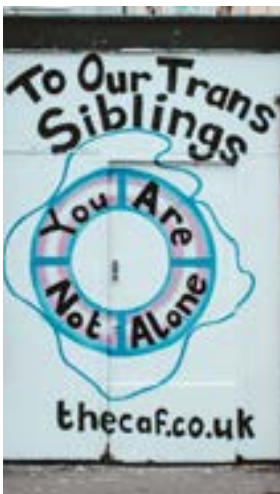
Tips and Tricks

Classrooms Welcome Transgender Students

Mentoring relationships are always evolving; whether they start as formal or informal, they continue to grow until the participants outgrow them. But what if the mentor has never had a mentee? How does the first conversation start?

The American Association for the Advancement of Science (AAAS) and the American Psychological Association (APA) have multiple overlapping suggestions to become an excellent mentor. Both AAAS and APA encourage active listening, respect, development, problem-solving, and appreciation for the mentee. Keeping open communication and emphasizing professional and personal growth are the foundations for successful relationships. AAAS suggests practicing what you preach and assessing individual mentoring strengths and weaknesses. AAAS also encourages mentors to provide useful, timely, and constructive feedback for the mentee's development. In addition, APA explains the difference between a mentor and a parent, doctor, or lawyer. Since many mentees need help developing coping mechanisms and navigating trauma, the mentor must find a balance for directing the mentee to a better-equipped professional or offering their experiences as examples.

AAAS and APA work to help mentors feel prepared for the mentoring relationship. Follow the links to see their full list of suggestions, explanations, and a few resources to aid the mentee as best as possible.



EBA

Learning for Justice

Insider's Look

Responsive Mentoring: Supporting the Teachers All Students Deserve

Wendy Gardiner and Nina Weisling offer practical guides to support aspiring and seasoned teachers who mentor themselves. The chapters provide concepts and lessons that lead to transforming teaching practices and the teaching profession. This book is beneficial to those helping to build a distinct mentoring program and would like insight and skills for the development of mentors. Mentors play an essential role in teacher programs, providing a solution to teacher shortages and offering resources to programs that help elevate teaching professions in all communities.

This is a collaborative approach to teacher-centered mentoring, helping educators across their careers to set and meet instructional goals. This also helps teachers develop reflective practitioners who learn in and from their teaching to ensure all students receive an engaging educational experience. This book serves as a guide to practical and responsive mentoring, including collaborating and building relationships, classroom observations, and teaching demonstrations. Wendy Gardiner has 20 years of experience mentoring pre-service, new, and veteran teachers in urban schools. Nina Weisling teaches courses related to special education and researches mentoring and inclusive practices.

Practices that focus on “ambitious instruction” are introduced to improve teaching practices as the authors provide descriptions of routines within classrooms. The authors present their own experiences as teacher educators to help make schools a vibrant learning environment for adults and children. Educative mentoring is delivered to shift the way of thinking to plan and implementing mentoring in education. Gardiner and Weisling use the voices of teachers and researchers to provide a framework for inside and outside mentoring that can be used to develop mentoring strategies and practices. This book is recommended to anyone in the field that is interested in innovative ways to build the next generation of educational leaders. Practitioners, colleges of education, and school leaders to support teacher professional development can use the mentioned methods.



Buy the book

This Month

PRIDE Month

June is Pride Month! Pride is a celebration in honor of the 1969 Stonewall Uprising in Manhattan, NY. The Stonewall Uprising was a riot; police stormed the Stonewall Inn and a gay club on June 28, 1969, which led to a six-day protest filled with violent acts with the police. The Stonewall Uprising was a tipping point for the Gay Rights Movement, so every June, the LGBTQ+ community comes together to celebrate how far the Gay Rights Movement has come through PRIDE. Unfortunately, COVID-19 is still a concern for large gatherings, so New Mexico has a hybrid PRIDE celebration. Organizations such as MENTOR and Big Brothers Big Sisters and charities like The Trevor Project and America's Charities celebrate PRIDE and create a safe place for the LGBTQ+ community in schools and workplaces.

Other charities include Point Foundation, a scholarship-granting organization for LGBTQ+ students of merit, which empowers those who might otherwise be at an academic or social disadvantage due to their sexual orientation or gender identity. In addition, time Out Youth offers support, advocacy, and opportunities for personal development and social interaction for LGBTQ+ children and young adults ages 11-20, including weekly support group meetings, one-on-one counseling, crisis intervention, and emergency housing.

It is LGBTQ+ Pride mentoring month. C4K clubhouse offers a community where people can learn by actively engaging in design, innovation, and creativity. They encourage people to follow their interests by building an organization where people collaborate with others of diverse backgrounds to gain new perspectives for understanding the world and themselves. You can visit them at c4kclubhouse.org to learn more about becoming a mentor or youth member.



MENTOR

Big Brothers Big Sisters

America's Charities

The Trevor Project

The Whitehouse

Glaad

C4K Clubhouse

This Month

14th Annual Mentoring Conference Announcement

Register today for the 14th Annual Mentoring Conference: Mentoring in an Interconnected World. The conference is Monday, October 18th to Friday, October 22, 2021. Follow the link to our website to register today!

Register now!

NM MENTORING INSTITUTE

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	Tuesday	Wednesday	Thursday	Friday
Start	End	Oct. 18	Oct. 19	Oct. 20	Oct. 21	Oct. 22
7:30 AM	7:50 AM	Registration		Registration		Certificates
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	Pre-conference workshop: What's going on in their brains? Improving mentoring relationships through coaching and neuroscience <i>Ann Betz</i> Part I	Concurrent Presentations	Concurrent Presentations	Concurrent Presentations
9:00 AM	9:50 AM			Concurrent Presentations	Concurrent Presentations	Concurrent Presentations
10:00 AM	10:50 AM			Concurrent Presentations	Concurrent Presentations	Concurrent Presentations
11:00 AM	11:50 AM	Plenary: Innovation	Plenary: STEM	Plenary: International	Plenary: Diversity	Plenary: Business
12:00 PM	12:50 PM	LUNCH				
1:00 PM	1:50 PM	Plenary: Education (Higher Ed-Faculty)	Plenary: Health Science	Plenary: Developmental Networks	Plenary: Teacher Mentoring	Plenary: Education (Higher Ed-Undergrad)
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	Concurrent Presentations
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