

CROSSROADS: Where Cultures Meet

Goals:

- **Relationship of Trust:**
 - By engaging a connection through honest self-expression and empathic listening a trusting relationship for the Mentor and Youth will be built on a foundation of non-judgment, compassion, mutual respect, and sustained availability supported by the Mentoring Program community and team.

- **Empowerment:**
 - Youth will develop skills for self-awareness, self-advocacy, leadership, empathic communication, and life-serving boundaries so they can build relationships that contribute to their sense of mattering, safety, trust, and respect.

- **Goal Setting/Future Planning:**
 - Mentors will support Youth to identify their personal, academic, and career goals and to find effective strategies and relationships to help meet those goals.

- **Academic Achievement:**
 - Mentors will advocate for youth within the various academic systems available to them so the youth can receive the highest quality education they need to reach their goals.
 - Mentors may help their youth on a variety of things such as understanding their syllabus, communicating with faculty, test preparation, or learning about the resources available to them through their school.
 - Mentors may assist their youth to gather information needed to get fair footing on their path to college.

- **Problem Solving:**
 - Mentors and Youth will cultivate and strengthen their emotional intelligence, discernment, and conflict transformation skills.

- **Cultural Responsibility:**
 - Mentors and Youth will develop awareness of their personal and culturally inherited beliefs about others. They will learn the consciousness and skills needed to establish mutual safety, understanding, respect, and trust when interacting with people from different cultures. Mentors will be specifically supported to understand privilege, racism, sexism, and cultural prejudices within themselves, so they can in turn assist their mentees with facing those barriers in society. The skills component in this area will focus on communication, both verbal and non-verbal, as well as learning any historical, religious, geographic, or institutional beliefs that have an influence on safety, understanding, respect, and trust. Youth will be supported to maintain a connection to their culture of origin while building a connection to and

understanding of the cultures of Vermont and the U.S. Youth will also be supported to develop their own unique expression of what it is to be a productive responsible member of all their communities.

- **Networking/Social Engagement:**
 - Youth will develop their ability to find and utilize resources in the community.
 - Families of the youth will develop a better understanding of issues related to their student's success academically and socially while gaining the support they need to guide their child.

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General guidelines of Mentors and Youth

Mentors:

- Be at least 21 years old
- Resident of Vermont within 45 miles of Burlington/Winooski area
- Have a valid VT driver's license or the means to access public transportation for ease of connection with your youth
- Background Check with VRRP
- Able to read and converse in English
- Any fluency in languages other than English may influence your match with a youth, but is not required to mentor a youth
- You are ready, willing, and committed the goals outlined in the program
- Mentorship orientation – 2 hours
- Interview – 30 minutes
- Mentorship Training Two-Day Retreat – 12 hours
- Attend Mentors only meeting/training – this may be in person or by phone for debriefing, connection, and further training
- Attend 5 Community of Mentors and Youth gathering/skills training/field trip – this will be in person
- Meet with youth 4 – 8 hours a month
- Be available via phone, text, and/or email for support to your youth
- Be available to ask for and receive support from fellow mentors or the core team via phone, text, and/or email for support to your youth
- The beginning commitment to be a mentor to a youth is one full calendar year and not to be concluded during the academic school year

Youth:

- You are within your first five years of living in the US
- You are ready, willing, and committed the goals in the program
- Interview with Play in the Wild! and VRRP

- Attend 5 Community of Mentors and Youth gathering/skills training/field trip – this will be in person
- Meet with your Mentor 4 – 8 hours a month
- Be willing to reach out to your Mentor via phone, text, and/or email for support
- Commit to a minimum of being mentored for one full calendar year

Parents/Guardians:

- You are ready, willing, and committed to support your child to participate in the VRRP Mentoring Program
- Interview with Play in the Wild! and VRRP
- Attend family oriented events

