What do you think when you think of in terms of mentoring and diversity?

Notes from Mentoring Experiences

- 2009: Mentoring “teach, instills values, provide encouragement, support, believe in you”
- Tough but acceptance from non-parent
- Feedback, guidance, open door, offers safety
- Given opportunities, motivate you,
- Give leadership skills, navigate systems, linkage
- Stimulate passion, Inspire,
- See potential with hope to Look to future”
So, if mentoring is such a good idea, why aren’t we doing more of it?

Mentoring is good, but really hard to organize

- Mentoring programs and time investment
  - Engagement
  - Support
    - Time and money
  - Maintenance
Inventory…..Work with What You Got

How to make a half empty glass half full........................

What is the Mental Health Services Act?

• Proposition 63
  • Passed in November 2004
  • 1% tax on personal income above $1 Million
  • Fund MH services exclusively
  • No supplantation rule

• Principles:
  • Cultural competence
  • Wellness, recovery and resilience
  • Consumer/family driven mental health services
  • Integrated service experience
  • Community collaboration
Growth of the Mentoring Project - Connecting the Pieces

- Workforce Education and Training - Stakeholder Feedback
  - In all planning workgroups, mentoring was an important priority
- Latino Collaborative - Included Mentoring as part of a strategic goal
  - Role of mentoring in individual paths
  - Leadership is of dominant culture. How does leadership support professional growth
- Administrative and Management Social Work Intern
- Energy, and emotional support, if not the money

Workforce Development and Latino Collaborative Partnership

- From informal to formal mentoring relationships. Mentors and Mentees were primarily of cultural minorities staff.
- 2012, Renewed commitment to mentoring partnerships
- Support and investment for recruitment and evaluation process
- With Cross Cultural Supervision interests
- Promote self advocacy as personal strengths are identified which for some, counter cultural
Mentoring Pilot

- Reviewed project with managers
  - Concerned about the role of mentor and supervisor
  - Time off for mentoring
  - Outside BHRS individual being an approved member
  - Sustainability

How did we sell it to Administration?

- Identify purposes:
  - Develop knowledge, skills, attitudes of leaders, confidence, interpersonal skills.
  - Offer faster career advancement, and professional role models, explore career options,
  - Gain appreciation of management and leadership
  - Build networks w/diverse communities and retain them in workforce
  - Support academic, professional & personal growth
Mentoring Pilot - 2011

• 20 staff matched
• Diverse, a lot of great interest
• Match personalities and needs
• Flexible times and topics - everyone chose their goals and times they met

Issues: Still needed tending, ongoing support, not maintained by the individuals.

Mentoring Pilot Outcomes

• Eight out of the 20 completed the outcome questionnaire
  • Four were mentees, two were mentors and two declined to state
  • Five remained in mentorship relationship for entire academic year.

• Cultural/ethnic self-identity
  • Latino immigrant gay male.
  • American Nicaraguan - Central American-Latino
  • Latino
  • Latina
  • Chinese
Mentoring Pilot Outcomes

Progress on mentoring goals:
• Significant - 3, Moderate - 3, Minimal - 1

• Outcomes of goals:
  • submitted my hours towards licensure to the BBS
  • Increase skills in the area of navigating different systems and personalities from a wider lens.
  • Having an awareness of the bigger picture.
  • we did not establish formal goals
  • Self-care, communication, clarifying goals

Collaboration WET and Latino Collaborative

• Workshop model in 2012
  • Introduction to mentoring - 9/2011
  • Mentoring for Leadership - 2/2012
  • “Reverse” Mentoring - Inter-generational connecting - 6/2012
  • Mentoring and Cross Cultural Communication - 10/2012
Reverse Mentoring: Multi Generational Workforce

- 4 generations:
  - Traditionalist 1922-1945, grew up “do without” respect authority, value: dedication, sacrifice, hard work
  - Boomers 1946-1964, defined by job, mixed attitudes re: authority & management, work long hours
  - Gen Xers 1965-1980 Distrust for institutions, cynical, comfortable w/change, work in & out of office
  - Millennials 1981-1990, tech savvy, social networking, instant gratification, work-life balance
Comments from Reverse Mentoring

• “Continue to teaching the older generation and knew that they are able to learn,
• We should have our newer generation mentor the older generation
• Hearing from the younger generation about values and belief systems
• The opportunity to share perspectives and have open discussion and dialogue w/o judgment
• 360 feedback and evaluations”

Collaboration WET and Latino Collaborative

• Start 2013 -with more volunteers and Survey Monkey matching
4. How would you like to participate in mentoring? Be advised that different work sites will have different abilities to accommodate mentoring schedules. Such accommodations need to be negotiated with supervisor. Please check all that apply.

- In person
- Over the phone
- Via email
- Other (please specify)

5. What type of job are you currently doing?

- Administrative
- Clinical
- Management
- Other (please specify)

6. Please indicate what topics you would want to explore in a mentoring partnership. Please check all that apply.

- Career exploration
- Professional identity development
- Technical or clinical skills
- Leadership development
- Enhancement of cross cultural/cultural skills
- Knowledge of self-care
- Other (please specify)

7. Considering your level of comfort with each of the following, let us know which you might want to develop in a mentoring relationship. Please check all that apply.

- Bringing up cultural issues in the workplace
- Asking for what you want
- Increasing engagement in your work
- Identifying and developing opportunities for personal growth
- Identifying and developing opportunities for professional growth
- Align your life goals and objectives with a personal plan
- Other (please specify)

Thank you for completing the survey. All attempts will be made to use this information to make the best possible match. Matching will occur quarterly, and you will be informed via email of your match.
Survey

• 2011: What topics of most interest:
  • Family work balance 33.3%
  • Steps toward licensure 11.1%
  • Moving from line staff to management 33.3%
  • Developing leadership skills 77.8%
  • Assertiveness skills: making my needs known 44.4%
  • Working w/other generations, cultures 44.4%
  • Taking advantage of opportunities at work 88.9%
  • Recognizing, developing promoting my skills 77.8%

BHRS Newsletter

• Historically, there has been a lack of culturally diverse role models in positions of leadership:
  • Therefore, BHRS recognizes the benefit of formalizing Mentoring for Diversity Program and transferring traditional mentoring that happens in the community to BHRS.

• We are looking for mentors and mentees interested in following:
  • 1. technical or clinical skills, 2. professional identity-leadership development 3. enhancement of cross cultural communication, 4. self care.
Cross-over Mentoring

- BHRS High School Career Pathways
  - Same mentors are wanting to work with high school students
  - Important piece of creating a more diverse workforce in the future

- Behavioral Health (BHRS) College - Succession planning, topics include:
  - Systems structure
  - Health care reform
  - Finance and contracting
  - Quality Management

Evaluations: Achieved results!

- 2013, “very much culture values were discussed”
- Be more vocal about what I need & want to do. ..self advocating, planning professional development
- Recommit to mentor-mentee matching
- Be more mindful when working w/clients/co-workers whom have diff cultural backgrounds
What We’ve Learned

• Commitment - Work with what you have, but it’s critical to stick with it.
• Importance of creating a culture of mentoring
• People appreciate and want mentoring
• Have seen individuals involved in some aspect of the mentoring programming have been promoting.
• Were able to interest the culturally diverse staff. The majority of those mentored are diverse staff.

What We’ve Learned

• Find opportunities to recommend mentoring as a solution.