

Boundaries & Expectations



Helping mentors approach the
"toughest kids" in the best ways

Agenda



Life after the mission call to action



Kids you may know



Navigating complexities



Key takeaways, Q&A

Expectations

Respect
Engagement



Expectations

The little brother /
sister I've always
dreamed of

Fun, smiling, bonding

I've helped them achieve
amazing success

I made a difference



Reality

Someone who's not at
all like me or my
family

Distant, apathetic,
disrespectful

They're making bad
decision after bad decision

I didn't make a
difference.



**There are no
bad kids.**

Period.



Kevin Hillman



Diversity, Equity & Inclusion

Education, Career & Technical
Education

Community Engagement,
Workforce Development

Audrey Hood



My Life My Choice Prevention
Education Curriculum

Allies, Inc. Mentorship Program
Director

Trauma & trafficking

Shanna

Mother died at 16

Ran away

Abusive relationships

Teen pregnancy

Substance use

Inconsistent

Mentor

Still show up

Don't let their triggers
trigger you

Connect to other
mentors

Be okay with silence

Dignity of risk

Risk: A Perspective

“The world in which we live is not always safe, secure and predictable... Every day that we wake up and live in the hours of that day, there is a possibility of being thrown up against a situation where we may have to risk everything, even our lives. This is the way the real world is. We must work to develop every human resource within us in order to prepare for these days. To deny any person their fair share of risk experiences is to further cripple them for healthy living.”

Robert Perske

Dignity of Risk

- Means respecting each individual's autonomy and self-determination to make choices for himself or herself
- Means giving people chances to take the risks that go along with ordinary life, which are necessary for personal growth and development
- Is a principle that must be applied with care and support, based on each person's needs, interests and abilities.

What Does it Mean to Take Risks?

- Weighing the pros and cons to make a decision
 - Short-term and long-term
- Understanding and accepting consequences
 - Taking responsibility
- Recognizing the possibility of failure
- Making a choice
 - Even without full approval of another person

–Pam Treadway, M.Ed. – full presentation [here](#)

Marquis

12 years old

Shy, but school's good

Mom works overtime

Takes care of brother

Scholarship > stay
home

Smell of smoke

Mentor

Generational Poverty

Cultural understanding

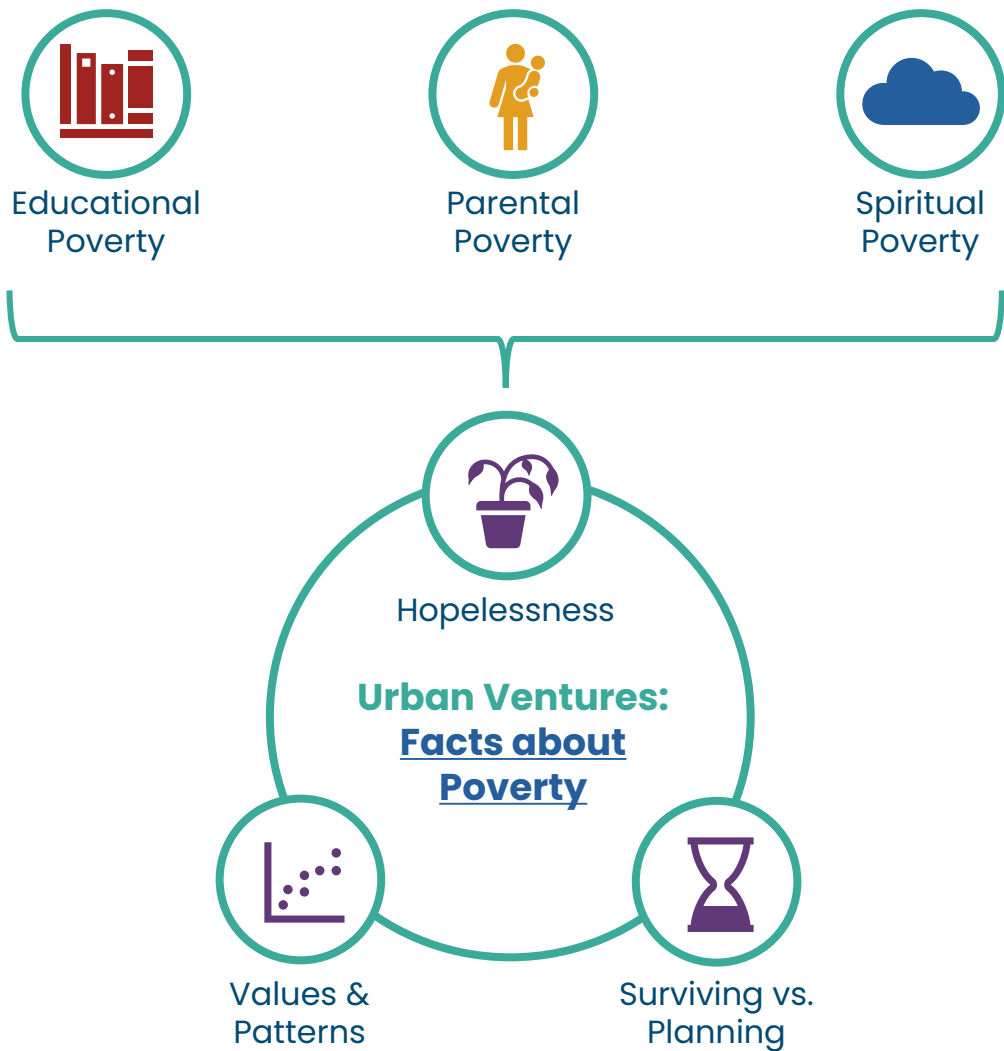
Don't project

Don't make assumptions

Focus on the positive

Conversations on
power

Poverty



Bias

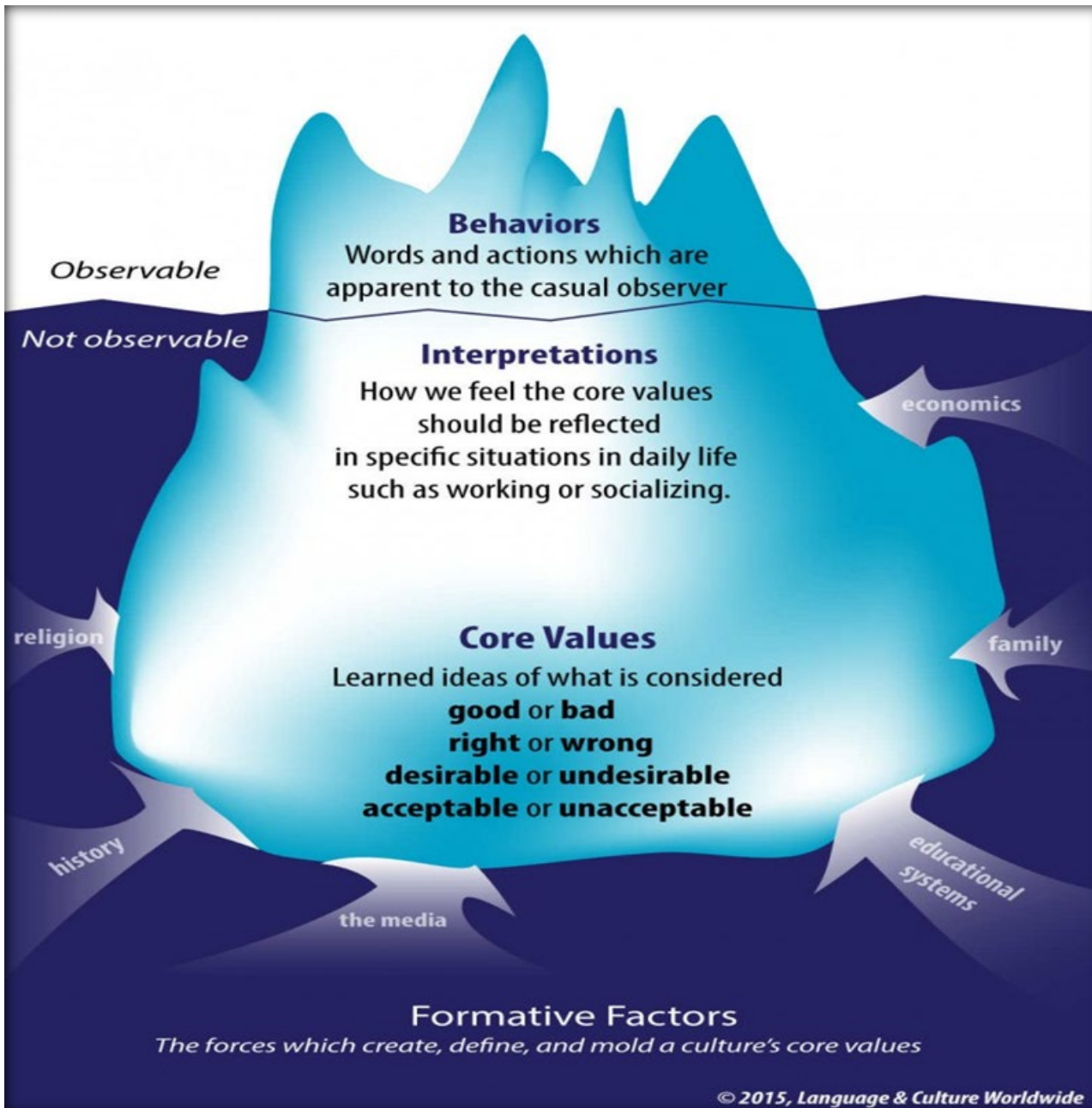
Explicit bias	Implicit (Unconscious) bias
Consciously held	Unconsciously held
Accessible, tangible	Inaccessible, intangible
Activated volitionally	Activated unintentionally
Can be combated with logic and reasoning	Difficult to counter with logic and reasoning
Overt	Covert
Easier to measure	Difficult to measure
-- measured using surveys	-- IAT -- Resume study
Deliberate discrimination	Causes unintended discrimination.
Less common	Widely prevalent
Relatively easier to contain	Very difficult to mitigate
From In-reach for Successful Aging & End of Life project. PI: Periyakoil 2011-2018	

Cultural Humility > Cultural Competence

- Adapted from [HealthCity](#)
- MENTOR Better Mentor Toolkit on [Cultural Humility](#) ([video](#))

Cultural Humility	Cultural Competence
<ul style="list-style-type: none">• Learner/student• Fluid• Flexible, dynamic• Personal, authentic• Partnership• Evolving• Path to Equity	<ul style="list-style-type: none">• Mastery/expert• End point• Rigid• Technical• Hierarchy• Linear• Status quo

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Libby

Rural Indiana

Family doesn't accept girlfriend

Pay bills with men

Juvenile detention

Depression, self-harm

Failing grades

Mentor

Mental health resources

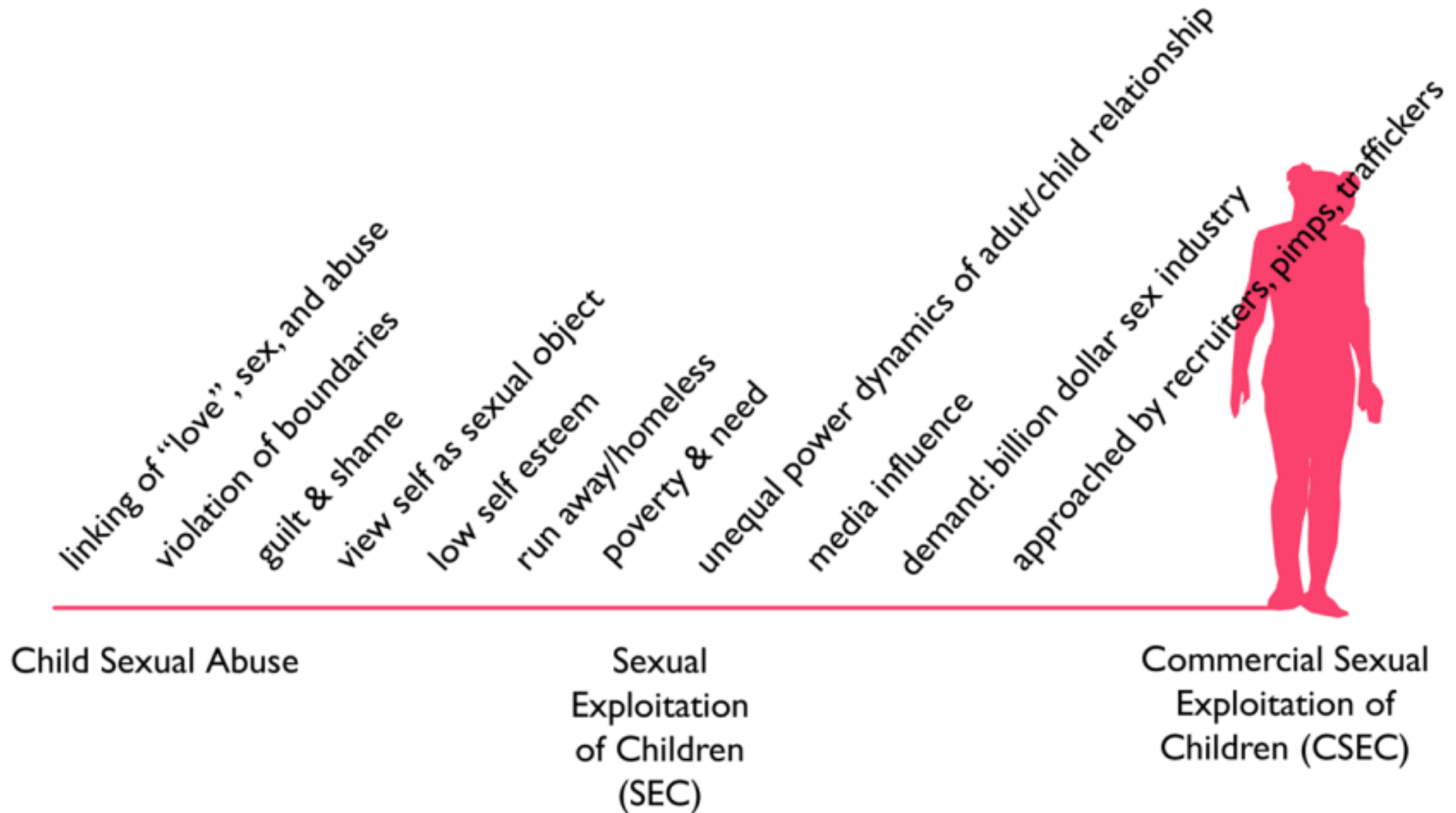
Keep your thoughts about mom private

Parent resources re: safe home environment

Generational trauma

Mandated reporting

Continuum of Sexual Abuse, SEC, & CSEC



Navigation



Cultivate self-awareness & cultural humility



Connect with resources & other mentors



Set & maintain boundaries for the long haul



Stick around & share power.

Remember

You are not responsible for your mentee's life.



Questions & Takeaways

