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## AGENDA

1. Hiring and Training Survivor Mentors
2. The Path to Getting a Mentor
3. Developing the Mentoring Relationship
4. Effectiveness of the Program

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## WHO ARE OUR MENTORS?



- Survivors
- Out of the Life for at least 5 years
- If history of addiction, have 5 years clean/sober
- Have ongoing recovery and self care process




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## THE HIRING PROCESS: INITIAL INTERVIEW

- With a survivor
- Discuss their story
- Describe their self care process
- Practical considerations
- Getting to the second interview




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## THE HIRING PROCESS: SECOND INTERVIEW



- With Administrative Team
- Discuss work history
- Determine fit for the mentoring team
- Getting hired




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## MENTOR ONBOARDING PROCESS: TRAINING

- All basic staff trainings: agency-wide and internal
  - Trauma-informed care
  - Safety trainings
  - Understanding and Responding to Victims
  - Advanced Clinical skill building
  - Prevention Curriculum Training
- How and when to tell their story
- Trauma-informed supervision




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## MENTOR ONBOARDING PROCESS: SHADOWING

- Shadow Senior Survivor Mentors with opportunities to observe:
  - Visits with youth in programs
  - Visits with youth in the community
  - Collateral/team meetings
  - Parent/guardian interactions
- Shadowed by Director of Mentoring Services as their own mentee list is building
- Daily check-in calls with Director of Mentoring Services when they begin visits on their own
- Weekly supervisions with Clinical Director for first 60-90 days of work




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## RESPONSIBILITIES OF A FULL-TIME MENTOR



- 10 visits per week
  - See youth weekly, biweekly, or monthly
- Monthly written communication with youth's support system
- Attendance at required meetings
  - Staff meeting
  - Mentor Professional Development




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## BEYOND MENTORING



- Co-lead prevention groups in the community as needed
- Development of a skill or area of interest to support youth, e.g.:
  - Recovery Coaching
  - Teen Parenting




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## ONGOING SUPPORT FOR MENTORS

- One hour of paid time each week for individual or group therapy, or AA/NA meeting, or other forms of spiritual self care
- Biweekly supervision with Clinical Director to discuss each youth, discuss challenges, and process emotions related to engagement
- Monthly coaching meetings with Director of Mentoring Services to identify areas of needed support
- Biweekly Mentor Professional Development meetings which cover:
  - Trauma-informed care
  - Working with collaterals
  - Supporting youth with mental health issues
  - Survivor-only processing space




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## ADDITIONAL SUPPORT FOR MENTORS

- Call Director of Mentoring Services or Clinical Director
- Call a Senior Survivor Mentor or Director of Youth Services
- Ensure connection to survivor community and debrief
- Refer to supportive external personnel
- Assistance covering visits if needed
- Receive increased support by phone/supervision meetings




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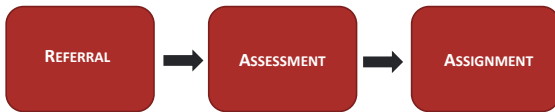
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## THE PATH TO GETTING A MENTOR




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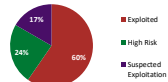
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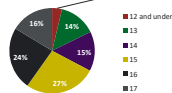
## REFERRAL

- Under the age of 18
- Identified by community services
- In coordination with parent/guardian

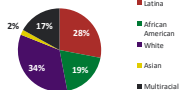
Exploitation Status



Age at Referral



Ethnicity/Race




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## ASSESSMENT

- Completed by a member of the Survivor Assessment Team
- Tells their story
- Discusses Survivor Mentoring
- Asks youth:
  - Why do you think you were referred for this service?
  - Do you feel like this service might be helpful for you?
  - Do you want to have a mentor?
- Assessing for:
  - Mental health issues
  - Cognitive delays
  - Ability to engage in reflective conversations
  - Willingness to engage with a mentor




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## ASSIGNMENT

- Assessment team meets weekly with Clinical Director to discuss and review assessments for each youth:
  - Are we a match to support this youth?
    - If not, make recommendation for other type of service
  - Identify potential match with mentor
- Matching considerations:
  - Match in stories, for example:
    - Teen parenting
    - Substance abuse/recovery
    - Familial sexual abuse
    - Gang-based exploitation
  - Geographical location
  - Mentoring style most needed
  - When needed, racial/ethnic match (including language/cultural considerations for family)




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## BUILDING THE MENTOR-MENTEE RELATIONSHIP



- Building rapport
- Determining needs for mentoring relationship
- Weekly visits structured to meet goals
- As youth demonstrates ability to independently make positive decisions, structured visits decrease




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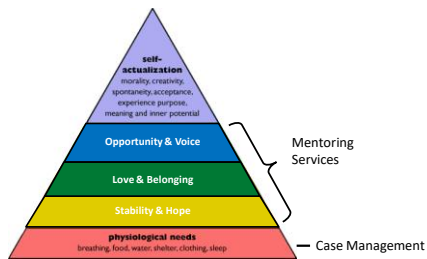
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## MEETING THE NEEDS OF OUR YOUTH



MY LIFE MY CHOICE  
REACHING THE NEEDS OF OUR YOUTH

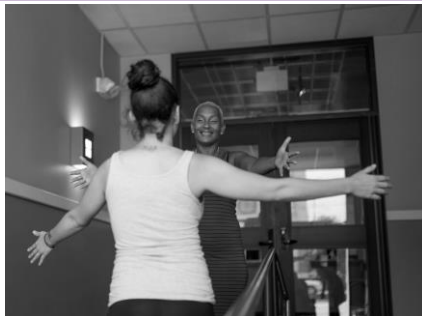
## INCREASED INVOLVEMENT WITH THE LARGER MY LIFE MY CHOICE COMMUNITY

- Case management
- Participation in My Life My Choice events
  - Soul Food Night
  - Holiday Party
  - Beach Day
  - Girls' Conference
- Leadership development opportunities:
  - Summer Jobs
  - Leadership Corps



MY LIFE MY CHOICE  
REACHING THE NEEDS OF OUR YOUTH

## LONGEVITY OF THE MENTORING RELATIONSHIP



MY LIFE MY CHOICE  
REACHING THE NEEDS OF OUR YOUTH

## PROVEN EFFECTIVENESS OF THE PROGRAM

THREE YEAR NIJ EVALUATION CONDUCTED BY EXPERT RESEARCHERS AT  
BOSTON UNIVERSITY SCHOOL OF PUBLIC HEALTH AND NORTHEASTERN  
UNIVERSITY

- Knowledge about CSEC increased
- CSEC decreased
- Dating abuse decreased
- Peer education increased




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## QUESTIONS AND CONTACTS

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Director of National Survivor Leadership  
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*"I have seen the success of My Life My Choice firsthand through conversations with young people who have survived sex trafficking and gone on to achieve great success with the support of this program..."*

— Maura Healey, Massachusetts Attorney General




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