

Developing Mentoring Cultures

Mentoring as a Disability Inclusion Strategy

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Employer Assistance & Resource Network on Disability Inclusion (EARN)

- Resource for employers seeking to proactively recruit, hire, retain and advance people with disabilities
- Access trainings, webinars and publications
- Funded by U.S. Department of Labor's Office of Disability Employment Policy (ODEP) under a cooperative agreement with The Viscardi Center
- Collaborative of multiple partners with different perspectives
- Visit us at [AskEARN.org](https://www.AskEARN.org)



MENTORING

Mentoring: Define It

- **Mentoring** - A trusting relationship in which an individual receives guidance, support and encouragement from one or more individuals. In a workplace mentoring situation, the mentor is typically someone outside the employee's chain of supervision
- **Mentor** - An individual who provides support, guidance and encouragement to another person
- **Mentee or Protégé** - A term for the individual who is mentored

Benefits of Mentoring

- Creates a positive impact on an organization
- Aids in recruitment
- Augments talent development programs
- Improves employee retention and engagement
- Enriches workplace culture
- Serves as an organizational strategy towards disability inclusion
- ...and inclusion *drives* innovation

John





INCLUSION @ WORK

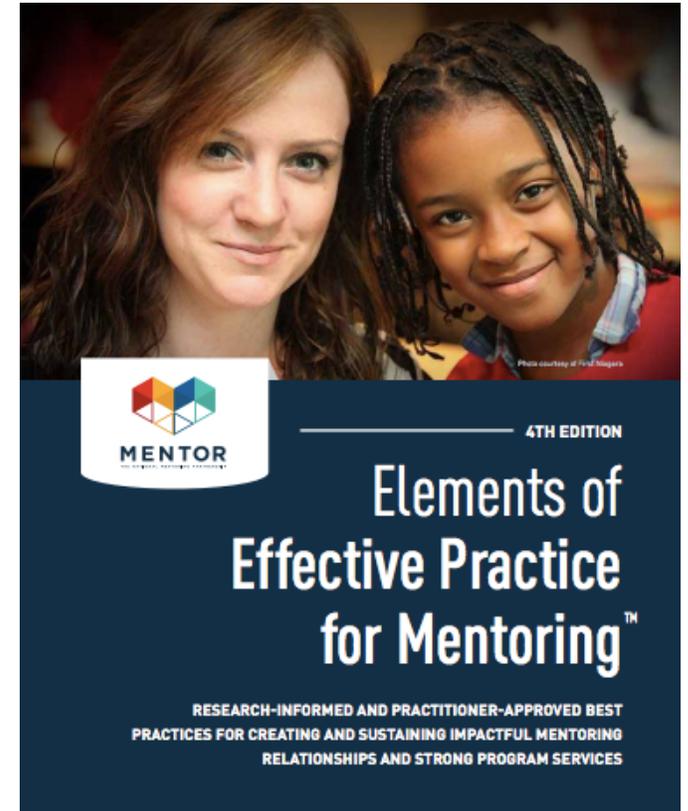
A Framework for Building a Disability-Inclusive Organization

Inclusion @ Work Framework



Adopting a Mentoring Culture in Your Organization

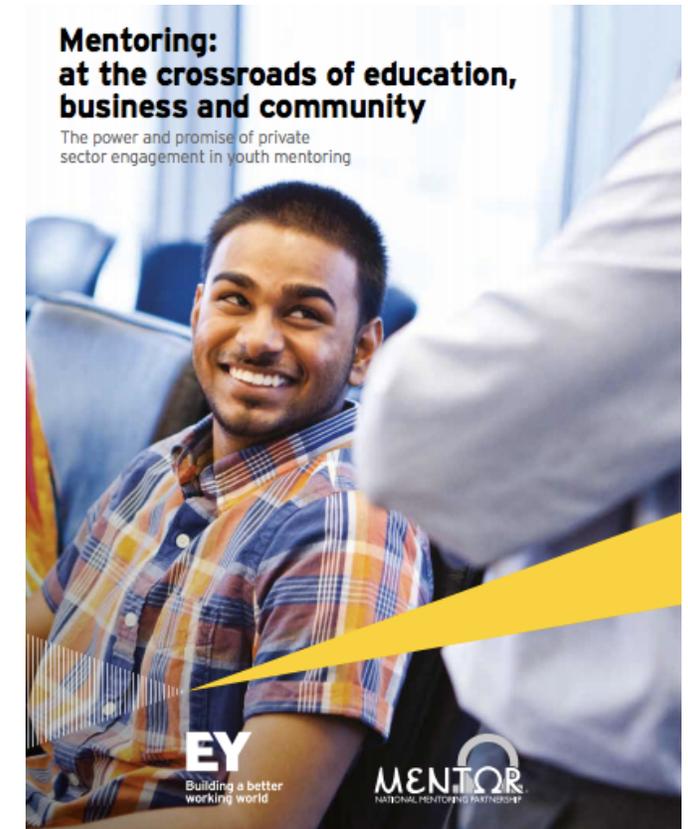
- Conduct a needs assessment
- Lay groundwork and set program objectives
- Align program with mission, goals, strategies
- Gain senior leadership support
- Develop the program (applications, procedures, training tools)
 - Create a steering committee – or enlist an Employee Resource Group
 - Recruit a program manager
 - Include a mentoring program roadmap
- Train the participants
- Launch the first cohort



Implementing Successful Mentoring Strategies

- MENTOR and EY report on best practices
 - Align mentoring engagements with priorities
 - Collaborate with national and community partners
 - Foster employee engagement

http://www.mentoring.org/new-site/wp-content/uploads/2015/09/EY_Full_Report-1.pdf



Digging Deeper



- 1 in 3 youth grow up without a mentor
- Students with disabilities are 50% more likely to be absent from school
- Low employment expectations for youth and young adults with disabilities
- Retention and advancement challenges

Mentoring Models ~ Disability Inclusion Opportunities

- One to one
- Group
- Peer
- Authentic / Natural
- Situational
- E-Mentoring
- Blended / Modern
- Youth-Initiated Mentoring
- Critical Mentoring
- Flash (One-Time Meeting)
- Speed (Time-Controlled)
- Disability
- Reverse and Reciprocal
- No “M” Word Included
 - Counseling
 - Coaching
 - Apprenticeship
 - Sponsorship

American Association of People with Disabilities

- Founded in 1999, **Disability Mentoring Day (DMD)** is a large-scale national effort coordinated by AAPD to promote career development for students and job-seekers with disabilities through hands-on career exploration and ongoing mentoring relationships
- DMD is the third Wednesday of each October during [National Disability Employment Awareness Month \(NDEAM\)](#); also held throughout the year
- Since 2002, AAPD's **Summer Internship Program** has developed the next generation of leaders with disabilities – 300 interns to date
- Embeds mentors to augment the one-week orientation and summer internship experience. The application deadline is in November 6th!
- Learn More: www.aapd.com



- Pearson is a UK based FTSE 100 company with over 30,000 employees in more than 70 countries, providing learning materials, places of learning, technologies, assessments and services to teachers, professionals and students
- The *Pearson Legal Corporate Disability Mentoring Program* was established in 2016 with the goal of supporting college students and recent graduates with disabilities in their journey to choose, pursue and succeed in professional occupations

- Pearson mentors share their supportive energy, wisdom and networks in a 3-month virtual mentoring experience with young adults
- Partnerships to access mentees:
 - National Federation of the Blind
 - Saks Institute for Mental Health Law, Policy and Ethics at the Univ. of Southern California
- Advisory Council comprised of leaders in the disability, education and diversity field provide ongoing guidance and connections to disability communities
- Outstanding results, including mentees choosing new career paths that are a genuine reflection of their interests and skills, while mentors develop a personal investment and newfound insights into disability and inclusion

Pearson Mentoring Program (part 3)

“As counter-intuitive as it may sound, I am now convinced that mentoring plays a key role towards diversity and inclusion, not because it is providing some support to the mentees, but because it works as a real efficient wake-up call on the mentors. It changed how conscious I am in my daily life with ... disability. Developing and generalizing mentoring is no doubt a powerful tool to promote diversity and inclusion.”



Disability:IN Mentorship Exchange

Disability:IN Mentorship Exchange

- Six-month career mentoring opportunity to at least 200 college students and recent graduates with disabilities through linkages to business professionals
- Meet with corporate executive mentor at least twice a month (can include email exchange, phone chat, video call or in person), review your resume and set career goals
- Attend monthly webinars to learn more about how to transition from school to work

Daman



Nicole



Lights! Camera! Access! Mentoring Circle

“My Mentoring Circle is the highlight of many years of professional development. It shows that one can grow and adapt, and that one can influence and be influenced by other great minds around them. This world is a rich, vibrant community, and the best way to grow is to learn from those around us. I am privileged and honored to have Jd Michael’s and Tari Hartman Squire in my Mentoring Circle. I have learned so very much about business and professionalism from Jd, and a great deal about disability history and leadership from Tari.”

– Alec Frazier, CEO, Autistic Reality

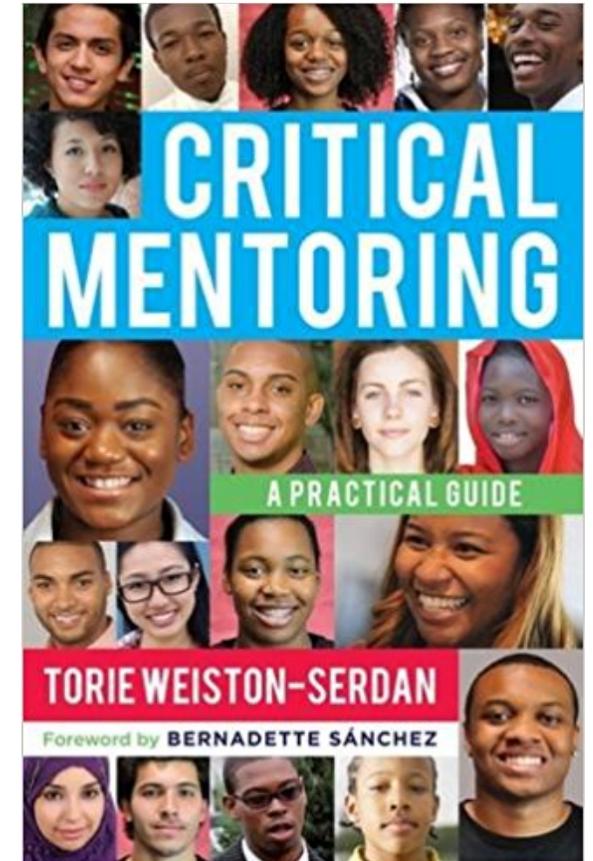


Models and Programs Across the Nation



Critical Mentoring

- Reimagines mentoring to shift to doing work that is participatory, emancipatory and transformative.
- Components
 - Root cause analysis
 - Youth-centered
 - Intersectionality
 - Community-centered, culturally relevant data
- Webinar: <https://youtu.be/1xu34xIV7L4>



Mentoring as a Cultural Commitment



Investment



Volunteers



Inclusion



Research



Youth-Led



Training

EARN's Workplace Mentoring Playbook

Develop Mentoring Program

- Conduct a mentoring needs assessment
- Lay the groundwork, set the program objectives
- Align mentoring program with business objectives
- Select the model and develop program
- Develop roadmap, gain leadership support
- Recruit program manager
- Implement training program
- Creating steering committee
- Launch mentoring program

Other Playbook Tools

- Benefits
- Models
- Accessibility
- Recruiting Tools
- Application Forms
- Privacy and Safety Procedures
- Checklists
- FAQs
- Mentoring Resources



MENTORING RESOURCES

Mentoring Resources

- [Office of Disability Employment Policy](#)
- [Employer Assistance and Resource Network on Disability Inclusion](#)
- [National Disability Mentoring Coalition](#)
 - [USDA Disability Mentoring Toolkit](#)
 - [Critical Mentoring Webinar](#)
- [MENTOR: The National Mentoring Partnership](#)
- [National Mentoring Resource Center](#)



Mentoring as a Disability Inclusion Strategy
A mentoring program is a talent-development and retention strategy, one that uses the organization's human resources to improve employee satisfaction, develop leaders and teach new skills. Mentoring is also an effective tool for increasing and shaping inclusive culture.

Traditionally defined, mentoring means a one-on-one relationship through which a senior person (the mentor) motivates and supports the personal or professional development of a junior person (the mentee). Today, however, mentoring has evolved to also include a variety of models, including virtual, peer, reverse and flash programs. And, in many organizations, "mentoring cultures" are being established to encourage "natural mentoring" to occur without specific program parameters.

A Diversity Best Practices survey found that 80 percent of companies surveyed either had formal diversity mentoring programs or were in the process of establishing them to positively impact recruitment and retention. In the disability inclusion space, more and more employers are coordinating or participating in mentoring programs to improve recruitment, retention and advancement of individuals with disabilities, facilitating their success during their early years with an organization.

Ready to implement effective mentoring strategies to impact your disability inclusion outcomes? The Employer Assistance and Resource Network on Disability Inclusion (EARN) recommends the following steps:

ADOPTING A MENTORING CULTURE IN YOUR ORGANIZATION

- Conduct a needs assessment
- Lay the groundwork and set the program objectives
- Align the mentoring program with organizational goals, strategies and mission
- Develop the mentoring program
- Train the participants
- Develop a mentoring program roadmap
- Gain senior leadership support
- Recruit a program manager
- Create a steering committee – or create an Employee Resource Group to lead the effort

IMPLEMENTING SUCCESSFUL MENTORING STRATEGIES

- Create, and update as needed, an individualized mentoring plan
- Complete a professional or personal assessment
- Conduct interviews with other mentors
- Define professional development goals
- Develop a professional development plan
- Attend professional networking or learning activities
- Submit feedback and progress updates to appropriate staff

[1] Diversity Best Practices, pg. 118, Disability Best Practices: <https://www.diversitybestpractices.com/diversity-and-inclusion/mentoring-mentorship/>
<https://www.diversitybestpractices.com/diversity-and-inclusion/mentoring-mentorship/>

[2] Adapted from the Federal Workplace Mentoring Primer: <https://www.dhs.gov/sites/default/files/publications/16-014.pdf>



ODEP Resources

AskEARN.org AskJAN.org

WRP.gov peatworks.org

whatcanyoudocampaign.org



ABOUT RESOURCES TOPICS MULTIMEDIA NEWS & EVENTS CONTACT



Inclusion@Work: A Framework for Building a Disability-Inclusive Organization

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Inclusion@Work: A Framework for Building a Disability-Inclusive Organization

What's the third largest market segment in the U.S.? The answer might surprise you. It's not a particular race, gender, or cleverly named age cohort. It's people with disabilities. The size of this population—more than 50 million strong—surpasses Hispanics, African Americans and Asian Americans, as well as Generation X and teens. Add in their families and friends, and you're looking at billions of dollars in purchasing power.

Want a slice? Any smart business owner would. As with customer segmentation, one of the best ways for a company to tap into it is to ensure it is represented in the workplace.

Inclusion@Work provides a path. Developed by a range of employers with track records in disability employment, it outlines **seven** more concrete ways to build an inclusive workplace, along with a menu of strategies for achieving them.

Please note that some of the strategies described in this document are not required by the Rehabilitation Act. However, none creates any new legal obligations or exceeds current ones. Rather, the strategies are simply best practices that can work in any workplace.



- [Step 1: Lead the Way: Inclusive Business Culture](#)
- [Step 2: Build the Pipeline: Outreach & Recruitment](#)
- [Step 3: Hire \(& Keep\) the Best: Talent Acquisition & Retention Processes](#)
- [Step 4: Ensure Productivity, Reasonable Accommodations](#)
- [Step 5: Communicate: External & Internal Communication of Company Policies & Practices](#)
- [Step 6: Be Tech Savvy: Accessible Information & Communication Technology](#)
- [Step 7: Grow Success: Accountability & Continuous Improvement Systems](#)

Contact Information



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We Need Your Feedback!

Thank you!

