



**Racial Justice in Mentoring Workgroup
“Blueprint in Progress”
12-4-20 Revision**

The California Mentoring Partnership stands in solidarity with Black Lives Matter and all communities of color, against all forms of systemic racism and violence. We recognize that while our field has always given attention to the need for culturally relevant programming, a more explicit commitment to equity for the youth and families we serve is necessary. We call on our field to join us in embracing an explicitly anti-racist approach to diversity, inclusion, and equity in mentoring, and to the role our field must play in ending systemic racism.

Following the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery, and the civil unrest that accompanied them, CMP turned significant attention in our statewide roundtables to discussions about how mentoring can be a strategy for racial justice and support of youth and families of color. We have convened a [workgroup](#) on this critical issue, engaging a multicultural and minority-led team of mentoring leaders throughout the state.

The workgroup defines an anti-racist approach to mentoring as one that recognizes the inherent racism in all American systems and structures: public education systems, health and human services, criminal justice systems, the mentoring field itself, and the community at large. Our approach seeks to root out racism in all its forms, and we believe this requires a deep transformation of our public and nonprofit systems and structures, far beyond surface reforms. Mentoring practitioners and advocates must act to empower youth and families most affected by these concerns to lead these efforts, and the CMP Racial Justice in Mentoring workgroup is committed to making the mentoring community in California a safe and supportive space in which this work can be undertaken.

California Racial Justice in Mentoring Blueprint-in-Progress

- I. Organize and sustain an ongoing BIPOC-led advocacy body for racial justice in mentoring.
- II. Deepen our field’s competence in anti-racist approaches to programming and mentor-mentee interactions.
- III. Transform our mentoring organizations in CA to reflect anti-racist structures and practices.
- IV. Create concrete opportunities for youth and parents to engage in social justice efforts with the support of mentors, mentor programs, and our statewide movement.
- V. Advocate for mentoring as a justice-system diversion approach, and encourage reallocation of policing and prison funding to mentoring programs and other critical services.

The workgroup has developed the following blueprint-in-progress for our statewide approach to addressing racial justice in and through mentoring in California:

- I. Organize and sustain an ongoing BIPOC-led advocacy body for racial justice in mentoring. Engage mentoring practitioners of color and social justice-oriented organizations throughout California to continuously work together to promote racial justice and other anti-oppression goals in and through mentoring.
- II. Deepen our field's competence in anti-racist approaches to programming and mentor-mentee interactions. Make existing programming within programs or regions that address racism more widely available, and develop and deliver new resources that will enable mentors, mentoring programs, and youth and families themselves to counter racism and other forms of oppression.
 - a. staff and mentor training
 1. implicit bias
 2. effective, respectful allyship
 3. understanding intersectionality (race, class, gender/sexual orientation, ability, documentation status, etc.)
 - b. curriculum/events/activities for youth
 1. social justice/ empowerment/ leadership
 2. coping with oppression (and training others to do so)
 3. antiracism curriculum for mentors/mentees
- III. Transform our mentoring organizations in CA to reflect anti-racist structures and practices. Work to identify and root out systemic racism in the mentoring field, divest the mentoring network from oppression and violence in related fields of service, and better position mentors, mentoring organizations, and networks in CA to be true allies in the fight against racism.
 - a. Increased recruitment of leadership, staff, and mentors of color, as well as development and allocation of resources to better enable disenfranchised groups to serve in these roles
 - b. Engage youth leadership and parent engagement in mentoring organizations/ coalitions
 - c. Consider ways to divest mentoring efforts from police and other systemic violence
- IV. Create concrete opportunities for youth and parents to engage in social justice efforts with the support of mentors, mentor programs, and our statewide movement.
- V. Advocate for mentoring as a justice-system diversion approach, and encourage reallocation of policing and prison funding to mentoring programs and other critical services.

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