

## Mentoring as an Inclusion Strategy

EARN Training Center  
Derek Shields, EARN Consultant



# 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

# Disability Mentoring

- Spans a variety of variety of mentoring models and relationships
- Professional and personal mentors, with and without disabilities, working together to empower youth, young adults and adults with disabilities as leaders in education, transition, career planning, career advancement, self-advocacy, and community inclusion
- In all forms of mentoring, mentors work with their mentees to achieve agreed-upon objectives

# Mentoring Models ~ Disability Inclusion Opportunities

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

# Models and Programs Across the Nation



# 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

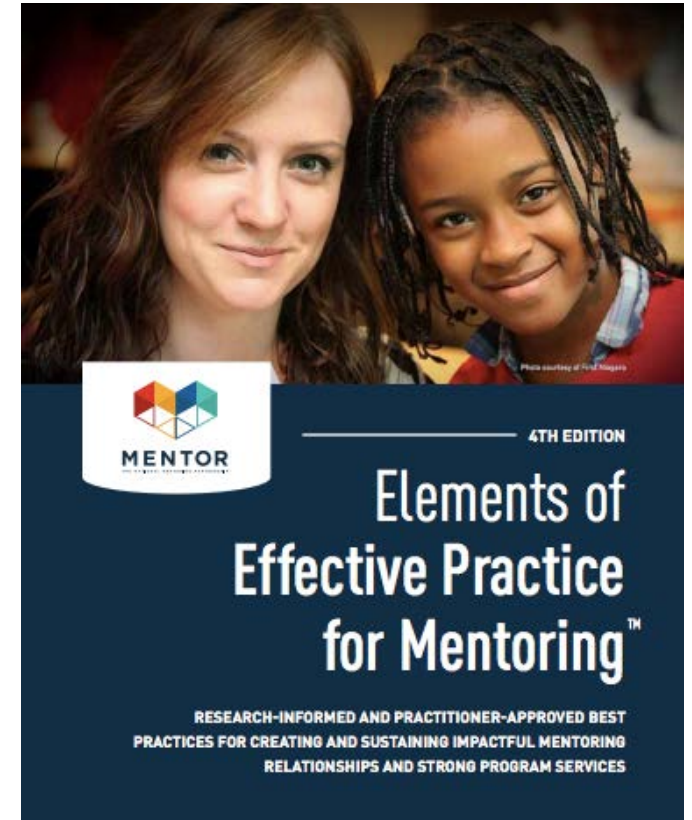


# Inclusion @ Work Framework



# Adopting a Mentoring Culture in Your Organization

- Conduct needs assessment and set program objectives
- Align the mentoring program with organizational mission, goals, strategies
- Gain senior leadership support
- Develop the mentoring program (applications, procedures, training)
  - Create a steering committee – or enlist an Employee Resource Group
  - Recruit a program manager
  - Include a mentoring program roadmap
- Recruit, screen and train the participants
- Launch the first cohort: match, initiate, monitor, support
- Closure and evaluation





# Mentoring Resources

- [Office of Disability Employment Policy](#)
  - [Paving the Way to Work: A Guide to Career-Focused Mentoring](#)
- [Employer Assistance and Resource Network on Disability Inclusion](#)
- [National Disability Mentoring Coalition](#)
  - [White Paper on Mentoring as a Disability Inclusion Strategy](#)
  - [USDA Disability Mentoring Toolkit](#)
- [MENTOR: The National Mentoring Partnership](#)
- [National Mentoring Resource Center](#)

**EARN** ADVANCING WORKFORCE DIVERSITY  
Employer Assistance and Resource Network on Disability Inclusion AskEARN.org

### 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.<sup>1</sup> 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 enlist an Employee Resource Group to lead the effort<sup>2</sup>

#### 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. 112, Diversity Best Practices: <https://www.diversitybestpractices.com/insights/mentoring>  
2) <https://www.earn.org/2018/05/01/mentoring-as-a-disability-inclusion-strategy/>

102 All content from the Federal Workplaces Mentoring Program: [www.dhs.gov/2018/05/01/mentoring-as-a-disability-inclusion-strategy/](https://www.dhs.gov/2018/05/01/mentoring-as-a-disability-inclusion-strategy/)

# EARN Training Center



- ABOUT
- RESOURCES
- TOPICS
- MULTIMEDIA
- NEWS & EVENTS
- CONTACT
- Q



- Business Strategies That Work
- Small Business Steps to Success
- [Training Center](#)
- Publications
- Workforce Recruitment Program
- Employer Success

