FY21 PROGRAM REPORT
Fiscal Year 2021 (FY21), Oct 20-Sept 21, featured the entrenchment of the COVID pandemic, a racial justice reckoning and a wholesale shift in the field of mentoring to hybrid and virtual operations. The staff and the consultants of MENTOR Colorado (MC) rose to the occasion in response to this increased need from mentoring professionals, their mentors, and the communities they serve. The adage that crisis breeds innovation hasn't escaped the work of MC this year. Of the 9 programs offered in FY21, 5 were brand new and 2 were delivered virtually for the first time.

Accomplishments include:

- The first-ever virtual Colorado Mentoring Summit event serving 101 mentoring professionals with 20 virtual workshops focused on increasing knowledge and connection in the field.
- The first-ever virtual Capitol Hill Day, connecting mentoring professionals and youth to their Colorado representatives in the U.S. Congress.
- 97 Technical Assistance (TA) projects resulting in excellent client satisfaction, knowledge-gain and policies & procedure change for the organizations-served.
- 100% of National Quality Mentoring System (NQMS) programs improving their alignment with evidence-based practice including doubling the number of programs achieving a Gold Badge (i.e. 100% in-line with evidence-based practice) since the start of NQMS.
- Creating & implementing 3 major campaigns addressing justice, equity, diversity and inclusion in the field of mentoring: Antiracist Working Group, Sims Fayola Foundation Equity Academy and the Towards Racial Equity series; all centered on increasing equitable practices within mentoring organizations.
- Expanding the most-utilized program of FY21, Virtual Coffee, to nearly 300 mentoring professionals who were able to access free bi-weekly webinars to address the pandemic, connect with peers, and share knowledge and resources.
- Highlighting the success of programs and matches across the state with Meaningful Mentoring, a new digital youth mentoring awareness campaign.

Truly, it was a year like no other.
One of the first offerings from FY21, was the Colorado Mentoring Summit. 101 unique registrants signed up for the first ever summit to be held virtually in October 2020. The 20 different workshops showcased a wide variety of topics all centered around the theme, “Mentoring Isn’t Cancelled.” Participants rated the accessibility and ease of navigation of the summit at an average of 9.23/10. More importantly, participants rated the relevance of the sessions at an average of 9.37 out of 10!

In January 2021, MENTOR Colorado led a delegation of mentoring professionals and youth in the first virtual Capitol Hill Day. The day featured 33 different staff and youth advocating for increased funding for mentoring and policy changes with our Members of Congress to help our young people.

Virtual Capital Hill Day Meeting for CO House District 2, with Joe Neguse’s staff: Nkechi Ilechi, and mentoring program staff.

Keynote Speaker Phoenix Marie reminded us that even adults need mentors.
Technical Assistance

MC Staff & Consultants completed 97 technical assistance (consulting) projects in FY21.

97.5% of clients were satisfied or very satisfied with their TA Providers and their experience of TA. MC served a total of 276 mentoring professionals (an increase of 32% from FY20), 88% of whom reported an increase in knowledge-in-best-practices-gained as a result of TA. Providers created a total of 154 pieces of unique, customized deliverables for clients, representing a total of 2 policies & procedures changed per organization.

NATIONAL QUALITY MENTIONING SYSTEM

Organizations that participated in NQMS continued to grow and improve their mentoring programs in FY21. 100% of organizations improved their alignment with the Elements of Effective Practice for Mentoring 4th Ed. (EEPM). The average growth per organization was 3.88% improvement aligning to 92 best practices covering nonprofit management, mentoring, and evaluation. MC has doubled the number of programs who achieved a Gold Badge (i.e. 100% in-line with evidence-based practice).
Justice, Equity, Diversity & Inclusion

The mentoring community continued to demand that MC address issues of Justice, Equity, Diversity and Inclusion in FY21. MC offered a number of programs and workshops supporting mentoring professionals and others to increase their awareness and activism towards more equitable programming in the mentoring field. The deepest of these investments was the Antiracist Working Group where 14 participants reported an average 63% increased growth in their personal awareness of racial justice issues (with all participants rating themselves 8/10 or higher by the end of the program). More importantly, participants reported an average 68% increased growth in their personal activism related to racial justice issues, and a 93% increase in activism in professional settings by the end of the program!

Next, in Feb '21, MC supported 17 participants (a group of mostly teachers and mentoring professionals in a 2-part series (a portion of the Equity Academy operated by Sims Fayola Foundation). Through this partnership, respondents reported a 32% increase in awareness of strategies to confront racist behavior & speech, and a 43% increase in awareness of tools and practices to facilitate conversations.

Finally, MC hosted the Towards Racial Equity series in the summer of 2021 featuring 4 virtual workshops and virtual open space centered on increasing equitable practices within mentoring organizations. 100% of respondents agreed that the workshops and open space helped them find and create solutions for more equitable programming. The table below outlines the average % of knowledge-gained and satisfaction.

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Average Percent of Knowledge Gained Pre/Post Workshop</th>
<th>Average Satisfaction Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remaking with Youth (Panel Discussion)</td>
<td>40% Avg. Growth in Knowledge</td>
<td>7/7</td>
</tr>
<tr>
<td>Recruiting Diverse People to Your Organization</td>
<td>20% Avg. Growth in Knowledge</td>
<td>5.7/7</td>
</tr>
<tr>
<td>How to Talk About Race</td>
<td>37.3% Avg. Growth in Knowledge</td>
<td>6.6/7</td>
</tr>
<tr>
<td>Five Levels of Listening</td>
<td>47.4% Avg. Growth in Knowledge</td>
<td>6.8/7</td>
</tr>
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Virtual Coffee

One of the greatest achievements of the COVID pandemic for the MC team was Virtual Coffee. The idea, which came from the MC Advisory Council, to create regular opportunities to learn and share best-practices and trends across programs during the program, was a hit. The MC team offered 16 sessions in FY21, serving 296 unique mentoring professionals across the country representing at least 16 states. Sessions had an average registration of 40 participants and 97% of participants rated the session as either a 4 out of 5 or above on a scale measuring how helpful the virtual coffee was for their program. Every two weeks, programs shared resources, networked, problem-solved and connected which resulted in an entire webpage (screenshot shared below) dedicated to sharing the ideas and resources.

MEANINGFUL MENTORING

In Summer 2021, MC ran Meaningful Mentoring, a digital youth mentoring awareness campaign to highlight the positive impact mentoring can have on mentors and mentees.
We can't wait to work with you in 2022

LISTENING TOUR
We’re coming to you, to find out what needs you have and what successes we can celebrate.

TECHNICAL ASSISTANCE
Get free, customized consulting by MC staff and consultants ranging from programming, evaluation and more!

NQMS
Make an investment by signing up for 3-years of support to increase your program’s alignment with mentoring & nonprofit best practices.

AND MORE...
Training, resources, webinars, and more!