ReachOut e-Diversity News

An Electronic Publication of the Ohio Developmental Disabilities Council

October 2018 Edition | Volume 12 Issue 6

Welcome to your October ReachOut e-Diversity News!

Read, Pass on to Friends, Family Members, Colleagues & Constituents

Subscribe

Don't Miss an Issue!

It is the policy of the Ohio Developmental Disabilities Council to use person-first language in items written by staff. Items reprinted or quoted exactly as they originally appear may not reflect this policy.

In October we celebrate Global Diversity Awareness Month and pay tribute to the diverse minds and beliefs held by all cultures around the world. We live in a multicultural society, and embracing the values of various cultures strengthens our understanding and appreciation of the world. This month's celebration is a time to open our minds to new views and ideas, appreciate cultural differences and enjoy a fresh perspective. Typically, when increasing diversity awareness comes to mind so does training initiatives and tools. This month's Reach Out e-Diversity Newsletter invites you to examine MENTORING as another viable option to increase diversity and inclusion awareness.

Information you need to know this month:

1. **Mentoring for Diversity and Inclusion Has Benefits**
2. **Managing Mentor and Mentee Relationships: Don't Let Stereotypes Get in the Way**
3. **Best Practice Tips for Diversity Mentoring**
4. **Lift Off: How to Start a High Impact Mentoring Program**

At the conclusion of each article, we ask you to **"Take the Mentor Challenge."** It's an opportunity for you to take action by bringing something new to your organization that will enhance its diversity and inclusion initiatives.

Mentoring Matters!

:):

you decide

Enjoy your October ReachOut e-Diversity News!

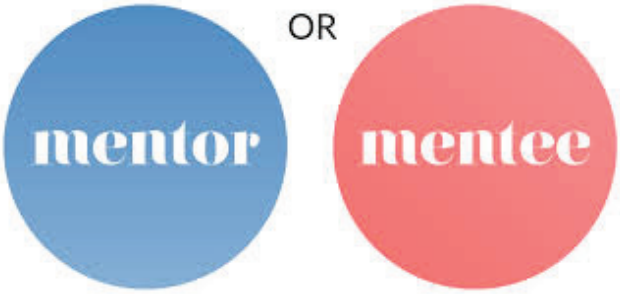
Mentoring for Diversity and Inclusion Has Benefits

Diversity in the workplace is no longer a nice-to-have, but is a must-have. Diverse and inclusive organizations are able to perform at their best because they deploy a wide range of knowledge and skills, reach out and serve diverse clients and customers, including those who are un/underserved, and they employ and partner with individuals representing diverse cultures. Diverse and Inclusive organizations do not view diversity as an end in itself. Rather, these organizations focus on sustainability by aligning diversity and inclusion with its strategy. The following are 5 key benefits to the organization when it links mentoring to the following organization strategies.

-READ MORE-

Managing Mentor and Mentee Relationships Don't Let Stereotypes Get in the Way

A productive Mentor and Mentee relationship is built on trust. Creating an environment of trust starts with the Mentor and Mentee getting to know each other. So how do you start a conversation about diversity? Here are some tips to get you started.



Mentor: an experienced and trusted adviser.
Mentee: one who is being mentored.

-READ MORE-

6 Best Practice Tips for Diversity Mentoring

The following best practice tips for diversity mentoring programs were identified by Chronus and includes lessons learned from Horizons Unlimited, a talent development consultancy and Chronus partner.

Define the Purpose
Ensure objectives and actionable goals for the program that can be measured are established.

Not Acceptable "Support women in the organization."
Acceptable "Increase number of African American women with a disability in leadership positions"

-READ MORE-

Lift Off: How to Start a High Impact Mentoring Program

A thriving, impactful mentoring program is built upon thoughtful planning and sustained commitment to guiding participants through the mentoring process while continually improving the program.

Design Your Mentoring Program

The starting point for any mentoring program begins with two important questions.

-READ MORE-

RESOURCES

This month we are sharing resources that have been shared with us by:

Center for Autism Services and Transition (CAST)
OSU Internal Medicine and Pediatrics Hilliard
http://go.osu.edu/CAST
Office 614-688-9220 ext. 89181 **FAX** 614-688-9249
3691 Ridge Mill Dr.
Hilliard, OH 43026

These resources are not associated with The Ohio State University unless specifically stated. We are not providing any endorsement of the information, individual programs or resources, nor have we check on the quality of them. Please, make sure you assess the appropriateness for your family prior to participating.

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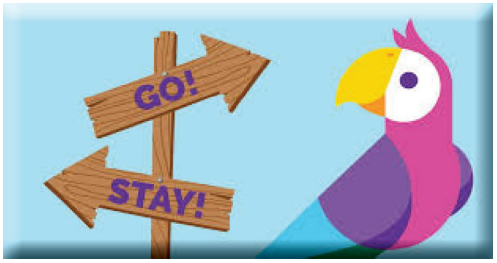
#1 Increase Diversity of Leaders

People are more likely to mentor someone who looks like them rather than someone who is unlike them. A formal program that pairs people who would not normally come together can be profoundly transformational for both partners. This pairing provides for a greater likelihood of discovering top talent that might have been otherwise overlooked for promotions.

#2 Increase Recruitment of Diverse Talent

Most individuals enter the workforce today without any prior career coaching. The organization creates a competitive edge by providing new employees with the opportunity to be paired with someone who can help them navigate the organization, and develop their career path so that they can have an impact on the organization. This increases the likelihood of hiring diverse talent.



#3 Reduce Turnover

Empowering all employees to navigate their career paths in a way that benefits both themselves and the organization, results in increased employee engagement and attachment to the organization, resulting in less employees leaving. This is critically important as organizations need to retain Millennials who currently stay on average 3 years with an organization.

#4 Increase Productivity

Establishing diversity that is naturally sustained and relationship-driven, becomes a catalyst for improved performance. People are more supportive and accomplish more work in a collaborative environment where they feel valued. Supervisors spend less time managing interpersonal issues and remain focused on organizational priorities.

#5 Increase Innovation

When employees bring diverse experiences, perspectives, and backgrounds to the workplace, these differences foster the development of new ideas and foster innovation.

Take the Mentoring for Diversity and Inclusion Challenge

Decide if you were to mentor where you can have the most impact.

Determine where you could benefit from having a mentor. Decide if you are willing to partner with someone as a Mentee.

If your organization has a Mentoring Program, sign up!

If no program exists, read the additional articles and decide what your next action step needs to be.

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Managing Mentor and Mentee Relationships Don't Let Stereotypes Get in the Way

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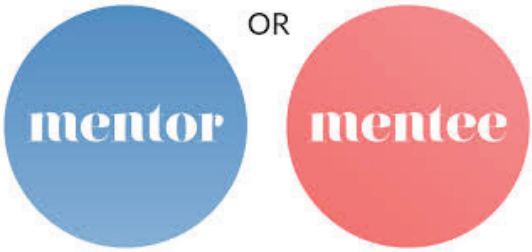

A productive Mentor and Mentee relationship is built on trust. Creating an environment of trust starts with the Mentor and Mentee getting to know each other. So how do you start a conversation about diversity? Here are some tips to get you started.

Tell Your Story. When you share your history, make sure you state why an issue is important to you.

> *Example* "At my first job as a person with a disability, I had to learn how to get people to view me as a whole person instead of someone with a disability. People would offer to do things for me out of kindness, but this emphasized my disability, so I had to request that they stop doing this."

This type of sharing helps the other person understand how you view yourself and how others have seen you. Having this information can help either the Mentor or Mentee to avoid making the same mistake.

Be Honest. Trust is established when there is honest dialogue. When Mentors share an experience that worked for them, they expect that it will work for the Mentee. However, it is important for the Mentee to make the Mentor aware if he or she doesn't think it's a good approach.

> *Example* "Fred, it sounds like your approach in this situation demonstrated your leadership capability, and it's a great example. My concern is that this will probably not work for me. As an African American male, if I use the same approach, I might be perceived as difficult or too controlling."

Don't Avoid Confronting Stereotypes. We all have stereotypes, some we may be aware of and others not. These stereotypes can cause us to be less effective in mentoring or to lack understanding as to why the relationship may not be moving as expected. Since it can be an uncomfortable discussion, we have a tendency to avoid talking about it. But talking

about it is necessary. So who should begin? Either Mentor or Mentee. Both have equal responsibility. Chances are if one person asks the other to tell his or her story, then the subject will naturally come up us during the process.

Share a common activity involving your own culture/ethnicity. This might involve sharing a certain food or one that's specific to you that allows your partner to get to know more about you.

> *Example* "I grew up in the South during the time when African Americans weren't given preferential treatment in stores and restaurant. I always had to sit in the back of the restaurant or wait in line while others were seated. So today, when I am asked to wait or be seated in the back of the restaurant, my first thought is that I am being discriminated against."

Take the Mentoring for Diversity and Inclusion Challenge

Before signing up as a Mentor or Mentee, make sure you engage in some Diversity Training that focuses on implicit bias. This training will help you become more self-aware and prepare you to better handle difficult conversations.

Kirwan Institute for the Study of Race and Ethnicity launches nation's first free and publicly available online implicit bias training. Get it now.

http://kirwaninstitute.osu.edu/implicit-bias-training/

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The following best practice tips for diversity mentoring programs were identified by Chronus and includes lessons learned from Horizons Unlimited, a talent development consultancy and Chronus partner.

1. **Define the Purpose**
   Ensure objectives and actionable goals for the program that can be measured are established.

   Not Acceptable "Support women in the organization."
   Acceptable "Increase number of African American women with a disability in leadership positions"

2. **Know Your Audience**
   Identify the groups you are targeting and their specific needs.
   Host regular roundtables with participants to ensure program is valuable and determine if improvements are needed.

3. **Make Program "Opt In"**
   Allow individuals to opt in so that Mentors and Mentees who are in the program are excited about it, eager to participate, and committed to its success.

4. **Ensure Quality Trumps Quantity**
   Limit the number of Mentees to the number of quality Mentors available so that in-program Mentees don't feel let down if they don't have a match. Create a waiting list for the Mentees who aren't in the program and send them updates along the way so that they know they have not been forgotten.

   Alternatively, you can see whether Mentors are willing to take on additional Mentees. It is recommended that no more than two Mentees are assigned to 1 Mentor.

5. **Same Group vs Cross Group- It Depends**
   Make assignments based upon your organization needs. Some Mentees will do better matched with a Mentor from the same diversity group; while others will do better with a cross-group match. Regardless of match, make sure both Mentors and Mentees are supported and learning fostered.

6. **Invest in Training & Guide Relationships**
   Training is necessary to ensure Mentors and Mentees have a shared understanding about their roles and responsibilities, how to establish meaningful relationships, and cultural sensitivity issues.

Take the Mentoring for Diversity & Inclusion Challenge

If your organization has a Mentoring Program for Diversity & Inclusion, identify how many "best practices" are being utilized; for each best practice determine the outcomes being realized.

If your organization has not established a Mentoring Program for Diversity & Inclusion, select 1 "best practice" that you would like your organization to embrace and identify "why."

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Lift Off: How to Start a High Impact Mentoring Program

A thriving, impactful mentoring program is built upon thoughtful planning and sustained commitment to guiding participants through the mentoring process while continually improving the program.

Design Your Mentoring Program

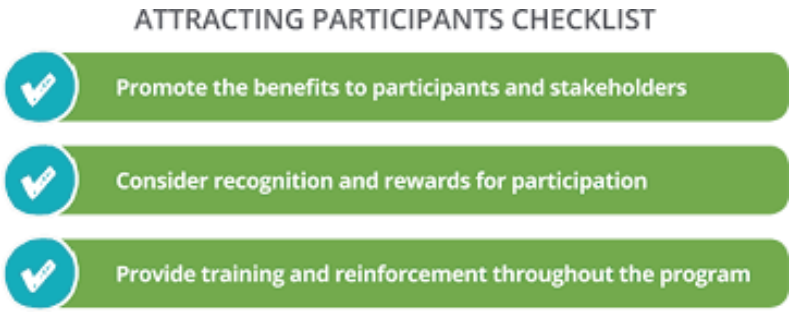
The starting point for any mentoring program begins with two important questions.

- Why are you starting this program?
- What does success look like for participants and the organization?

Successful mentoring programs offer both structure and flexibility. Structure provides participants a mentoring workflow to follow and is critical to help participants achieve productive learning that reaches defined goals. Similarly, flexibility is essential to support varying individual mentoring needs across specific learning goals, preferences, and learning style.

Attract Participants for Your Program

The best-designed mentoring programs won't get far without effective program promotion, mentor recruitment, and training.



Don't assume potential mentors and mentees understand the benefits. For many, this will be their first opportunity to participate in mentoring. You will need to convince them that participating is worth their time and effort. Beyond participants, key leaders and stakeholders will need to be educated on the benefits of the program and strategic value of the organization.

Consider recognition and reward strategies. Formally, recognizing mentor involvement can be very motivating and help attract additional mentors to the program.
Provide training to mentors and mentees. Help them clarify their own objectives. The need for training and guidance doesn't end after the initial orientation.

Provide tips and best practices throughout the mentoring program to help participants stay on track and get the most out of the program.

Connect Mentors and Mentees

A productive mentoring relationship depends on a good match. Matching is often one of the most challenging aspects of a program. Matching starts by deciding which type of matching you'll offer in your program: self-matching or admin-matching.

Guide Mentoring Relationships

Without direction and a plan, mentoring relationships are vulnerable to losing focus and momentum. One best practices is to ensure all mentorships have goals and action plans. This serves two purposes. First it brings focus at the onset, which helps a mentorship get off to a good start. Second, it adds accountability to accomplish something.

Provide all mentoring relationships with timely and relevant "help resources."

As a mentoring connection progresses, establish checkpoints where mentorships report on their progress. Lastly, have a formal process that brings closure to the mentoring experience. Within this process, provide an opportunity for both the mentor and mentee to reflect upon what was learned, discuss next steps for the mentee, and provide feedback on the benefits of the program and process.

Measure Your Mentoring Program

Understanding how your program measures up to expectations may well be the most important phase of all.

Mentoring programs should be tracked, measured, and assessed at three altitudes: the program, the mentoring connection, and the individual. To be effective you need the ability to capture metrics and feedback throughout the program lifecycle.

Take the Mentoring for Diversity and Inclusion Challenge

If your organization does not have a Mentoring for Diversity and Inclusion Program, develop a plan to create one.

If your organization has a Mentoring Program for Diversity and Inclusion Program, share your outcomes on one of ODDC's social media platforms.

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SPONSORED BY OHIO COALITION
FOR THE EDUCATION OF CHILDREN WITH DISABILITIES

""Postsecondary Transition"

PLEASE JOIN US FOR A FREE TRAINING!

October 30, 2018

Ginghamsburg Church
Room #117

6759 South County Road 25A,

Tipp City, OH 45371

5:30 p.m. to 7:00 p.m.

Presenter:
Pam Cotrell
Information Specialist/Trainer

REGISTRATION:

Parents of children with disabilities and professionals are invited to register for this free training by calling 877-631-7959 or by emailing ocecdpamc@embarqmail.com

Ohio Coalition for the Education of Children with Disabilities (OCECD)
165 West Center Street, Suite 302
Marion, Ohio 43302
1-844-382-5452

This training is designed for parents and will overview transition planning, how it relates to the Individualized Education Program (IEP), and how transition services can help prepare students to move from school to adulthood.

Participants will gain an understanding of the importance of transition planning for youth with special needs. Discussion will focus on the requirements under the Individuals with Disabilities Education Act (IDEA) 2004 for writing a transition plan, when the process should begin, timelines, and who is involved in writing the transition plan.

TRANSITION NIGHT
FREE RESOURCE FAIR

WEDNESDAY October 24, 2018
5:30-7:30pm
Westerville South High School
303 South Otterbein Ave.
Westerville, Ohio 43081

TRANSITION NIGHT IS A FREE RESOURCE FAIR FOR STUDENTS WITH DEVELOPMENTAL DISABILITIES AND THEIR PARENTS TO ASSIST IN MAPPING HIS/HER WAY THROUGH HIGH SCHOOL AND BEYOND.

DELAWARE, FRANKLIN AND UNION COUNTY REPRESENTATIVES WILL BE AVAILABLE TO DISCUSS:

***COMMUNITY BASED/DAY HABILITATION PROGRAMS**
***CAREER & TECHNICAL EDUCATION PROGRAMS**
***AGENCY SUPPORT AFTER HIGH SCHOOL**
***TRANSPORTATION OPTIONS**
***RECREATION AND LEISURE PROGRAMS**
***COUNTY RESOURCES AND SERVICES**
***EMPLOYMENT SUPPORTS**
***FINANCIAL SUPPORTS FOR STUDENTS WITH DISABILITIES**
***INDEPENDENT LIVING SUPPORTS**
***FUTURE PLANNING, ESTATE PLANNING & WILLS**

Transition Night is sponsored by Hilliard, Dublin, Grandview, Upper Arlington, Westerville & Worthington Schools. Questions, Call Cass Lawson at 614-348-7762 or lawsonc@westerville.k12.oh.us

FIND THESE ANSWERS BY ATTENDING TRANSITION NIGHT

*WHAT DO PARENTS NEED TO DO TO HELP THEIR CHILDREN PREPARE FOR LIFE AFTER GRADUATION?
*HOW DO STUDENTS BECOME ELIGIBLE FOR AGENCY SERVICES?
*WHAT SERVICES REQUIRE COUNTY BOARD OF DEVELOPMENTAL DISABILITY ELIGIBILITY?
*WHAT CAN PARENTS DO TO HELP STUDENTS MAKE SOCIAL CONNECTIONS?
*IS THERE A CHARGE FOR PROVIDER SERVICES?
*WHAT AGE DO STUDENTS NEED TO BE TO BE ELIGIBLE FOR SERVICES?
*WHAT DOES A JOB COACH DO? HOW DO STUDENTS GET ONE?
*ARE STUDENTS PREPARED FOR THE TRANSPORTATION NEEDS THEY WILL HAVE IN THE FUTURE?
*WHERE ARE STUDENTS GOING TO LIVE UPON GRADUATION AND ARE THEY PREPARED FOR THIS?
*WHAT SERVICES CAN ASSIST A STUDENT TO HANDLE MEDICAL AND FINANCIAL NEEDS?

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