



CHILDREN & YOUTH PROGRAM



STRENGTH, TRUST, AND RECONNECTION

Youth Group Mentoring Programs for Teen Survivors of Trauma

Presentation for CSSP Conference August 2016

Presenter: Crystal Tang

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New York Asian Women's Center

Services are available in 18 different languages and dialects.

Hotline..... 1-888-888-7702

Website..... nyawc.org

Strength, Trust, And Reconnection





STAR Children & Youth Program

E-Mail..... STAR@nyawc.org



TYPICAL ACTIVITY ITINERARY

*This is based on a typical day where the group is advertised to begin at 12:00 noon.
Mentors are tasked with arriving by 11:30am, youth may arrive later though many may choose to arrive early.*

• 11:30 ~ 12:00 - Lunch Order, Pick Up & Set Up

-  Youth who arrive early enough can help to select specific dishes.
-  Remembering food preferences and dietary restrictions even if a person is not present to help order is a key way to engage participants and show respect and positive regard for them.
-  Helping to pick up the lunch helps youth become acquainted with the community location, fosters responsibility, and a sense of ownership in the group.
-  Youth who stay behind are charged with helping to set up the table. This helps instill responsibility and ownership of the group, and demonstrates that there are more ways to contribute to a situation.





• 12:00 ~ 1:00 - Lunch

-  Balancing group discussions with topics important to both mentors and youth helps youth have their voices heard while keeping conversations genuine and helps youth to get a genuine picture of adult struggles & concerns.
-  Allow both mentors and youth to take turns leading the conversation (organically, as possible).



• 1:00 - Clean Up Lunch & Set Up Activity

-  Routine cleanup after lunch fosters ownership and a sense of responsibility.

• 1:00 ~ 4:00 - Activity, Debrief, and Clean Up

-  Different activities have different benefits - tailor your year to build on itself.
-  Mentors are key in modeling behavior, problem solving, and overcoming difficulty.
-  Youth teaching mentors, not just the other way around is an important way to build youth's self esteem.
-  Negotiating and communicating division of tasks both during the activity and in cleaning up after the activity is another chance for mentors to engage youth.

• 4:00 ~ 5:00 - Homework Help, Tutoring

-  Allows mentors to understand youth strengths & weaknesses.
-  Provides an opportunity for further connection.

- ⇒ Any changes in schedule due to special events are announced the week before at the latest.
- ⇒ Consistency in schedule is important in helping youth create a structured routine and managing expectations which contributes to the sense of safety in the group.

MENTOR ELIGIBILITY & RECRUITMENT

Mentors who are consistent and engaged are crucial to creating a positive experience for the group and the youth involved. Having good mentors goes beyond the application process - training, supervision, and support are needed throughout the group.

While it is easy to create an application gauging a list of characteristics, creating a group of mentors who work well with each other and develop a strong program together is the true challenge of mentor recruitment. There will be many individuals who meet your basic requirements, but narrow down the list by thinking about who will provide the most benefit to the youth.

Group As a Microcosm - Diversify

- Vary mentors' interests, personality types, problem solving styles, etc.
- Recruiting mentors who have professions and hobbies that are in line with the youth's interests may help youth to gain more information about that which they already enjoy. This help them to focus in on specific educational and career paths. However, mentors with *different* interests and professions may open youths' minds to different opportunities they hadn't considered. Both are valuable.

Survivorship × Mentorship = ?

- Gauge volunteers' readiness –mentors' own survivorship can be a great strength in helping them to connect with the youth, however avoid recruiting mentors who might focus on their own experience more than the youth's,
- Prioritize the youth's safety and healing above all else.

Driving Passion? or Driving to Burn Out?

- While you are looking for people who take initiative, are active and engaged in the community, avoid recruiting volunteers who look like they might have too much on their plate, or discuss with them where that drive comes from and if your program would be a priority among all their other work.

Follow Your Organization's Volunteer Policies

- When in doubt about Mentor supervision, recruitment, and retention, check in with your organization's volunteer policy to ensure they are in line.
- Ensure that your organization has the capacity to take on and supervise these volunteers.

Basic Application Requirements:

- Must be at least 22 years of age.
- Must be organized and motivated.
- Must have great interpersonal and leadership skills.
- Must be able to work well in groups.

Preferred But Not Required:

- Past experience working with youth
- Past experience tutoring/teaching children or youth.
- Past experience with coordination.
- Ability to speak another language

All candidates are subject to a background check prior to start of volunteer position.

TOP TEN REMINDERS

10..... Safety First

- Keep all participants' physical, mental, and emotional safety in mind throughout the course of the group.

9..... Listen Fully to the Youth (Words & Behavior)

- Give youth space to process, destress, and return to the activity in their own pace.
- Allow youth to take ownership of the group by letting their opinions and decisions move the group.

8..... Consistency, Consistency, Consistency

- Consistency in the structure and facilitation of the group is a fundamental component to creating a place where the youth can safely be inconsistent if they need to be.

Attendance may be a success, but that does not mean absence is failure.

7..... Reward Instead of Punish

- Punishing absence encourages more absence, rewarding attendance encourages attendance.
- Do not use eviction from the group as "punishment." If someone is actively harmful to the group, they may need to be removed but this can be framed as not being ready to be in the group setting, and as much possible, keep the door open to their return.
- Celebrate successes without highlighting failures.

6..... Use Cultural Specificity to Your Advantage

- Cultural specificity is useful in helping to plan events, advertising, and recruitment.

5..... Define & Redefine Success

- Remember that success looks different from person to person. Don't be discouraged if a participant did not make as much progress as *you* think they 'needed' to.
- Keep your goals for the group in mind and focus on how to best attain them.

4..... Everything is a Teaching Moment in Disguise

- Use activities to teach useful and important skills (from practical skills to abstract thinking) and to give youth experiences and exposure they need (community service) and want.

3..... Teach by Example - Learn

- Learning from the youth is one of the most powerful things you can do to show them respect.
- Remember that the growth process is mutual - if you learn from them, they will learn from you.

2..... Communication is Always Needed, Permission is Not

- Transform communications from "May I go to the restroom," to "I'm stepping out to use the restroom." or "May I leave early today, I have...?" to "I have to leave early today..."
- This simple trick helps youth feel empowered in aspects of their own lives and reminds them that they have agency over parts of their body, their life, makes the group space safer for everyone.

1..... Try, Try Again

- Even if participants make a mistake, break a rule, or otherwise do something regarded as negative, provide a corrective experience and a chance for them to correct the behavior themselves.

Emphasize:
NEXT TIME

0..... Have Fun with the Youth!

- Be genuinely yourself - allow yourself to be open to fun and new experiences in the group.

HANDOUTS

SCHEDULE for FALL 2015

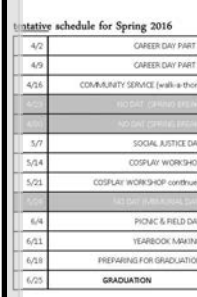
10/24	PUMPKIN CARVING
10/31	HALLOWEEN PARTY
11/7	PIECE-MURAL PAINTING
11/14	PIECE-MURAL PAINTING (finish) & SOCIAL MEDIA
11/21	THANKSGIVING CELEBRATION
11/28	NO DAT - THANKSGIVING WEEKEND
12/5	GINGERBREAD COMMUNITY!
12/12	[TENTATIVE] HOLIDAY PARTY
12/19	NO DAT - WINTER BREAK
12/26	NO DAT - WINTER BREAK
1/2	NO DAT - WINTER BREAK



and the rest of 2016!

SCHEDULE for WINTER 2016

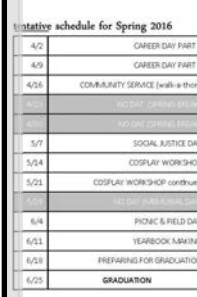
1/16	[SOUTH STREET SEAPORT TRIP]
1/23	[SNOW DAY]
1/30	CAREER DISCUSSION
2/6	LUNAR NEW YEAR @ THE MET MUSEUM
2/13	NO DAT - LUNAR NEW YEAR
2/20	NO DAT - MIDWINTER RECESS
2/27	ICE SKATING
3/5	MENTOR APPRECIATION DAY
3/12	PROBLEM SOLVING CHALLENGE
3/19	ANIMAL SHELTER (COMMUNITY SERVICE)
3/26	NO DAT - GOOD FRIDAY



Tentative schedule for Spring 2016

SCHEDULE for SPRING 2016

4/2	CAREER DAY PART 1
4/9	CAREER DAY PART 2
4/16	COMMUNITY SERVICE (walk-a-thon)
4/23	NO DAT (SPRING BREAK)
4/30	NO DAT (SPRING BREAK)
5/7	SOCIAL JUSTICE DAY
5/14	COSPLAY WORKSHOP
5/21	COSPLAY WORKSHOP continued
5/28	NO DAT (MEMORIAL DAY)
6/4	PICNIC & FIELD DAY
6/11	YEARBOOK MAKING
6/18	PREPARING FOR GRADUATION
6/25	GRADUATION



Summer Schedule TBD!

Providing schedules to all participants helps them to be accountable for their own attendance without need for outside reminders. Youth who are able to come without needing reminders tend to feel more ownership & belonging in the group

DRAWING AND TRUTH (DAT) YOUTH MENTORING PROGRAM

FOR MIDDLE & HIGH SCHOOL STUDENTS (AGES 13-18)

2016 - 2017 CYCLE - ENROLLMENT NOW OPEN!

Saturdays 12pm - 4pm*

October 15, 2016 through June 24, 2017

* Special events and outings may have different start/end times depending on the activity planned for that day.



Community, Confidence, and Skills!

- fun activities → life skills
- art & multimedia workshops → self expression
- outings & trips → explore NYC's local resources
- connection with mentors & other youth → social skills
- tutoring & homework help available

LOCATION:


7-9 Mott Street, Suite 200
New York, NY 10013

APPLICATIONS DUE BY:

August 27, 2016

To apply, or for more information,
contact Crystal at DAT@nyawc.org

 MetroCard Provided!

 No Cost to Participate!

 Lunch Provided!



DAT is a group for youth who have witnessed, experienced, or had a family member experience domestic violence, sexual violence, and/or human trafficking.

Hotline: 888-888-7702 | Web: www.nyawc.org



Recruitment flyer highlights the group as a fun and educational experience, instead of focusing on the idea of therapy or healing from trauma. Connection to the main organization is present, but minimal.

EVALUATION FORM

Please circle the number that best reflects your knowledge or confidence level before and after the training/presentation:

1 = Little Knowledge/Confidence → 5 = Substantial Knowledge/Confidence

Before Training/Presentation					Self-Assessment	After Training/Presentation				
1	2	3	4	5	Comfort level in providing support to youth survivors of trauma	1	2	3	4	5
1	2	3	4	5	Confidence in recruiting volunteers to Mentor youth survivors of trauma	1	2	3	4	5
1	2	3	4	5	Knowledge of barriers & opportunities in running a culturally specific Mentor group	1	2	3	4	5
1	2	3	4	5	Confidence in facilitating youth mentor program	1	2	3	4	5

1 = Strongly Disagree → 3 = Neutral → 5 = Strongly Agree

1. Presenters were well-prepared, professional and knowledgeable	1	2	3	4	5
2. Presenters created opportunities for audience participation	1	2	3	4	5
3. Activities were relevant to topic	1	2	3	4	5
4. Activities helped to foster more understanding of topic	1	2	3	4	5
5. The materials provided are useful	1	2	3	4	5
6. I would recommend this training/workshop to my colleagues	1	2	3	4	5

What would you have liked to learn more about?

What would you like to see in this training/workshop that will help to strengthen it?

Additional comments (use back of page if necessary):