



WEBINAR: Building a Mentoring Movement in Canada (March 25th 2020 1:00 PM EST)

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Partnership**

Welcome and Housekeeping

- Say "Hello" in the chat feature and feel free to ask questions using the "Q&A"
- This webinar will be in English, we are actively exploring simultaneous English/ French translation for future webinars.
- We will be trying to show a couple of videos, so in the event there are challenges, we will email them out afterwards
- Thank you for learning with us and your patience in this new format

Mot de bienvenue

- Dites « Bonjour » dans la fonction de chat et n'hésitez pas à poser des questions en français en utilisant le « Q&A ».
- Ce webinaire sera en anglais, nous explorons activement la traduction simultanée anglais / français pour les futurs webinaires.
- Nous allons essayer de montrer quelques vidéos, en cas de problème, nous les enverrons par e-mail par la suite, pour l'instant les vidéos ne sont pas 100% traduits, les versions bilingues seront sur notre site YouTube la semaine prochaine.
- Merci d'apprendre avec nous et de votre patience dans ce nouveau format

Agenda

- Welcome from Tri-Chairs
- Overview of the CMP Initiative // Four Pillars
- Engaging you and the broader mentoring community
- Upcoming webinars

Founders Video

- YouTube

channel: https://www.youtube.com/watch?v=0YOnEV_q5Gg

Welcome from the Tri-Chairs



Liz O'Neill

- Co-Chair, Alberta Mentoring Partnership
- Executive Director, Boys and Girls Clubs Big Brothers Big Sisters of Edmonton & Area



Matthew Chater

National President & CEO, Big Brothers Big Sisters of Canada



Beth Malcolm,

- Co-Chair, Ontario Mentoring Coalition
- Vice President Community Initiatives, Canadian Women's Foundation



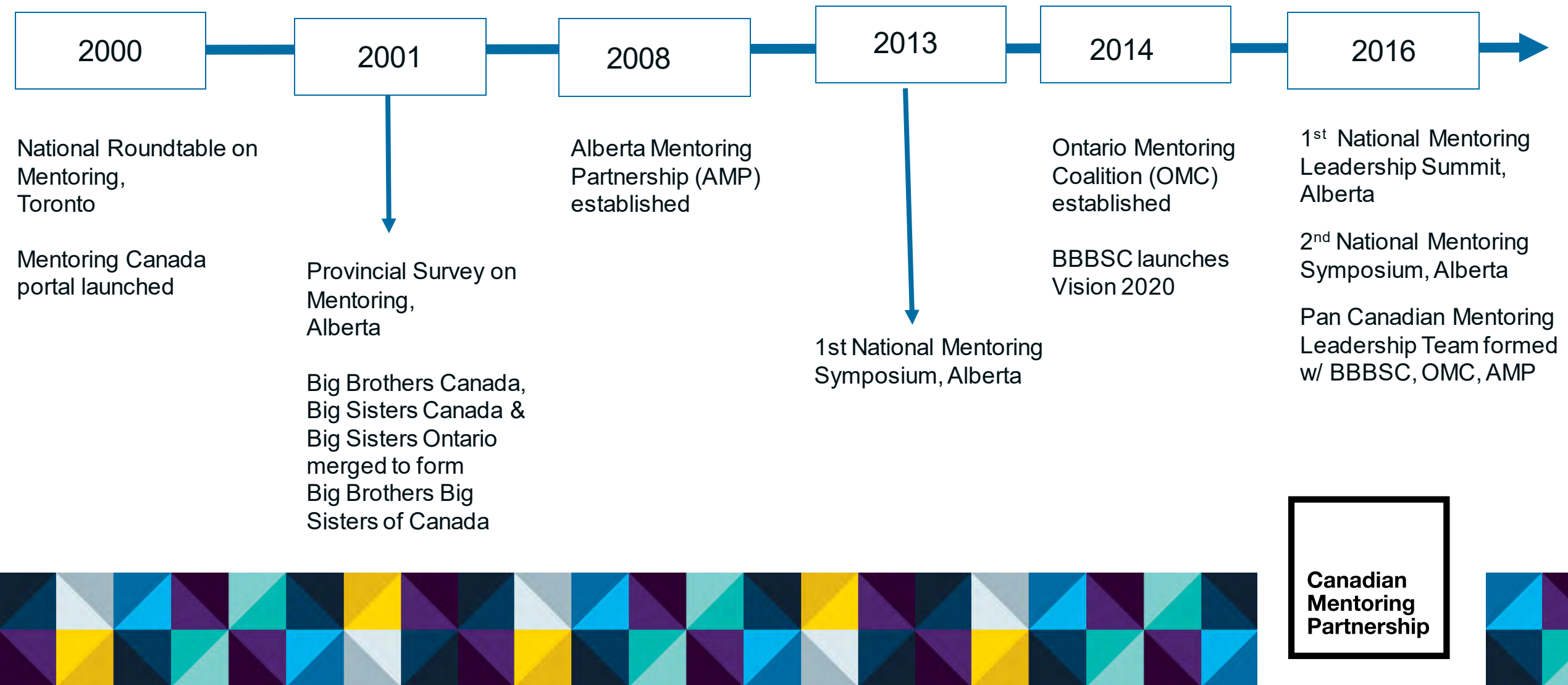
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Stacey Dakin Managing Director



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How did we get here?



How did we get here?



The 5 Conditions of Collective Impact

Common Agenda

- **Common understanding** of the problem
- **Shared vision** for change

Shared Measurement

- **Collecting data and measuring results**
- Focus on **performance management**
- **Shared accountability**

Mutually Reinforcing Activities

- **Differentiated approaches**
- **Coordination** through joint plan of action

Continuous Communication

- **Consistent** and **open communication**
- Focus on **building trust**

Backbone Support

- Separate organization(s) with **staff**
- Resources and skills to **convene** and **coordinate** participating organizations



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Collective Impact Structure

Collectively Providing Support

Convener

- Organizational Leadership
- Credibility to convene partners
- Commitment to issue
- Capacity and resources

Fiscal Sponsor

- Fiduciary responsibility
- Host and supervise staff
- May provide additional resources as an investor
- Alignment with mission of sponsor

Backbone

- Staff Leadership
- Servant leadership to collaborative table
- Focus on collective impact conditions
- Continuous communications to build community will

Committees

Leadership Table

- Multi-sector partners with Spheres of Influence
- Commit their organizations to the change outcomes
- May be advisory in nature

Steering Committee

- Composed of a smaller sub-set of Leadership Table and representation from Communities of Practice
- Action-Oriented, stewards' effort

Working Groups/ Communities of Practice

- Composed of members of Leadership Table and external community
- Drive forward sub-sets of the collective effort

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"Backbones must balance between coordinating and maintaining accountability, while staying behind the scenes to establish collective ownership" Tamarack Institute

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CMP as a Collective Impact Structure

Collectively Providing Support

Convener

- Big Brothers Big Sisters of Canada (BBBSC)
- Ontario Mentoring Coalition (OMC)
- Alberta Mentoring Partnership (AMP)

Fiscal Sponsor

- Big Brothers Big Sisters of Canada (BBBSC)

Backbone

- Canadian Mentoring Partnership (CMP)

Committees

Leadership Table

- To be Created

Steering Committee

- **Currently Tri-Chairs**, future structure will be co-created with partners.

Working Groups/ Communities of Practice

- To be Created



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"Backbones must balance between coordinating and maintaining accountability, while staying behind the scenes to establish collective ownership" Tamarack Institute



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The diagram is set against a teal background with a faint image of a person holding a Nikon camera. At the top center is a white box with a thin black border containing the text 'Canadian Mentoring Partnership'. Below this box are three blue boxes: 'Leadership Table' on the left, 'Steering Committee' in the center, and 'Working Groups/ Communities of Practice' on the right. A large white arc connects the top of these three boxes. Below the boxes are two main categories: 'CURRENT PROJECTS' on the left and 'FUTURE PROJECTS' on the right. Under 'CURRENT PROJECTS' are two white boxes with black borders. The first box contains 'BMO' and 'State of Mentoring Research Project'. The second box contains 'EDSC' and 'Building sector capacity to empower every young person to fulfil their potential'. Under 'FUTURE PROJECTS' are two white boxes with black borders, each containing a large blue question mark.

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Leadership Table

Steering
Committee

Working Groups/
Communities of
Practice

CURRENT PROJECTS

FUTURE PROJECTS

BMO

State of Mentoring
Research Project

EDSC

Building sector
capacity to
empower every
young person to
fulfil their potential

?

?

Working Together to Support Youth Mentoring

Setting a baseline so we can track progress against the original plan

RESEARCH

Build sector capacity to empower every young person to fulfil their potential

TECHNOLOGY

It's not called Impact Collective. If you haven't achieved "**Collective**" you may not be ready for "**Impact**"

PARTNERSHIPS

Raising the Profile of Mentoring in Canada by being the rising tide that lifts all boats

COMMUNICATIONS

RESEARCH

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Véronique Church-Duplessis

Director of Research and Evaluation



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State Of Mentoring Research Initiative

1) Mapping the Gap

Understanding young people's access to and experiences of mentoring

National Youth Mentoring Survey

Panel survey: 3,100 respondents (Jan.-Feb. 2020)

Supplementary Survey Sample

Coming Soon! - Share in your networks

Focus Groups (Virtual)



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Preliminary Results

- Think back to when you were 12 to 18 years old. Did you have anyone in your life who you would consider a mentor, not including your parent(s) or guardian(s)?

YES	NO	UNSURE	PREFER NOT TO SAY
40.7%	48.3%	9.2%	1.7%

JOIN US- April 22nd, 2020, 1:00 PM EST
Growing the Canadian evidence base
for quality mentoring

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State Of Mentoring Research Initiative

2) Capturing the Landscape

Understand the prevalence, practices, and scope of mentoring programs in Canada

Key Informant Interviews

Survey of Youth Development and Mentoring Organizations

Objectives:

- Identify pressing gaps and challenges
- Develop new resources, trainings, and tools to support mentoring programs and services
- Advocate for more public and private investment in youth mentoring

Coming April 2020!

State of Mentoring Research Initiative

Join and participate in our
research conversation
April 22 at 1 PM EST



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TECHNOLOGY

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Adrian Kaats

Senior Director

Information Systems



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Technology – *Data*

1) Data Collection & Reflection

National strategy to accurately demonstrate mentoring outcomes for diverse populations and communities

National in Scope

Guide policy and investment, and drive research and analysis

Locally Relevant

Derived from service providers of all sizes providing granular insights to community programs

Technology – *Connections*

2) Recruitment and Referral

Connect volunteers and youth directly to accurately catalogued and relevant mentoring opportunities

Accurate, Searchable Listings

Ensure that programs and services can be easily found and accessed by both volunteers and youth

Refer Youth and Volunteers

Directly connect volunteers and youth to the right service providers and programs

Technology – *Knowledge*

3) Resource and Information Centre

Curate relevant tools and materials to implement evidence-based standards and practices

Training Materials

Facilitate access to high-quality, customizable training materials

Evidence-Based Practices

Provide tools for service providers to implement and evaluate evidence-based standards and

Technology – *Scaling*

4) Systems Support For Capacity Growth

Increase access to systems creating new opportunities and supporting expansion of existing programs

Develop E-Mentoring Opportunities

Youth have clearly indicated a need for access to online mentoring opportunities

Reduce Operational Pain Points

Improve access to systems supporting program and service provider efficiencies

Technology – *Continuing the Conversation*

Join and participate in our Virtual Mentoring conversation on April 8th at 1 PM EST



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PARTNERSHIPS

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Tracy Luca-Huger

Director

Partnership Network



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SHAPING PARTNERSHIPS, NETWORKS AND COLLABORATION

**BUILDING
&
CONVENING NETWORKS**

**RESEARCH-INFORMED
TOOLS, RESOURCES,
TRAINING**

**WORKING GROUPS
&
COMMUNITIES OF
PRACTICE**

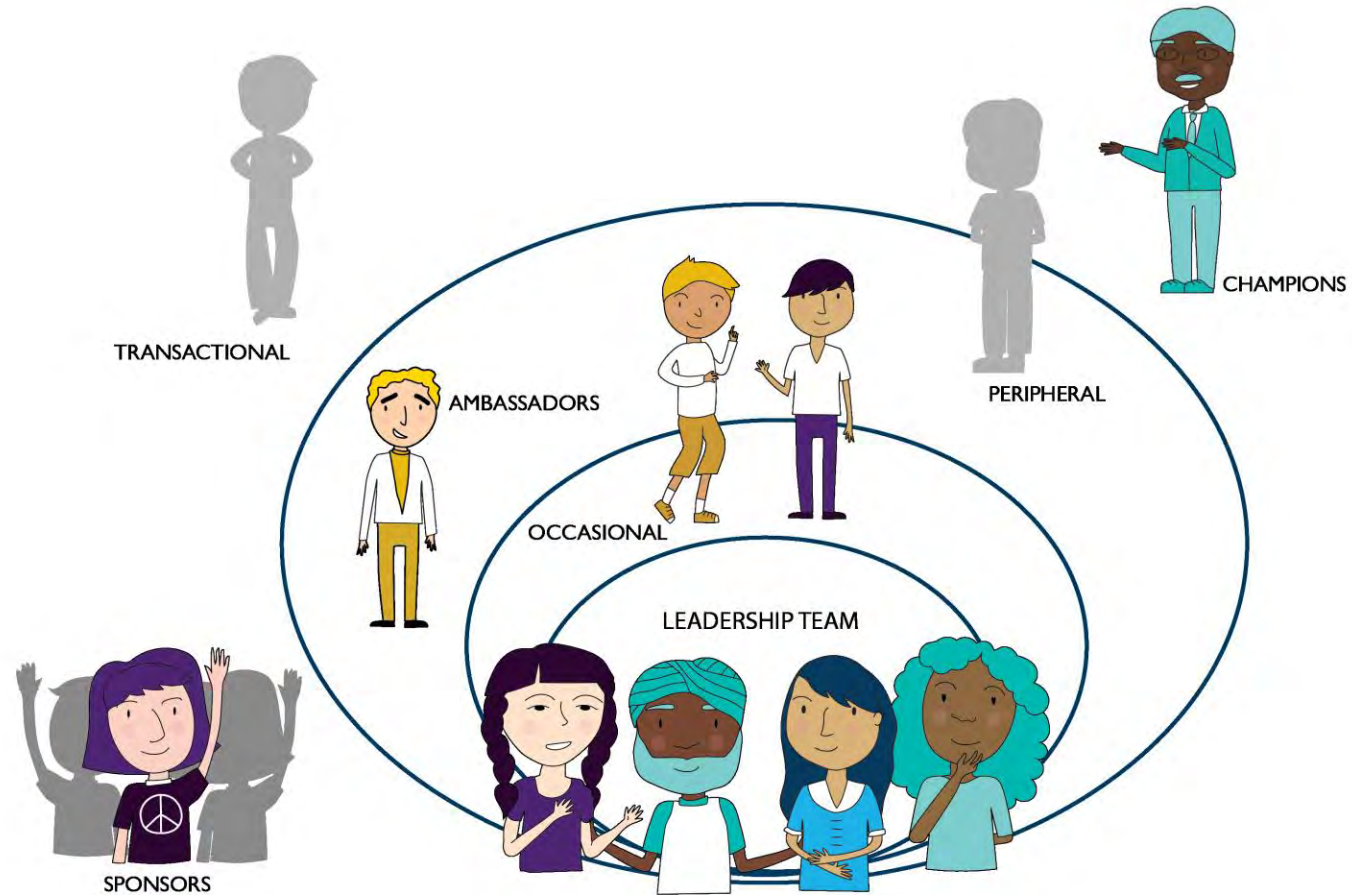


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Partnering for Collective Impact



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Role of CMP as a Backbone Support

Convene

Networks & Coalitions

Coordinate

Communities Of Practice
Trainings • Professional Development

Collaborate

Tools • Resources
• Effective Practices • Training

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Working Groups/ Communities of Practice



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Why is a Canadian Partnership important?

SETTING THE BAR FOR QUALITY MENTORING

- Canadian Elements of Effective Practice
- Evidence Based Tools and Resources
- Communities of Practice

STRENGTHENING THE MENTORING FIELD IN CANADA

- Facilitator and Steward of Knowledge Transfer
- Professional Development
- Backbone Support for Programs and Organizations

BUILDING CROSS-SECTOR SUPPORT FOR MENTORING IN CANADA

- Campaigns and Awareness
- Raising the Profile of Mentoring



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Partnerships & Collective Impact

Get Involved!

Join and participate in our
Designing a National
Collaborative webinar
May 6 at 1 PM EST



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Power of Mentoring Campaign



All Canadian youth, especially those disconnected from education, employment and/or training, should have access to relationships that support them in achieving their academic, career and life goals.

Power of Mentoring – Goals & Strategies

- 3 communities, we will host 5 events engaging 50+ Canadian youth ages 18-24 with local service providers & 50+ adult mentors from private sector partners.
- Each youth will make at least 3 new connections at the event through one-time, facilitated career mentoring and skill building activities
- We will gather photos, video, testimonials and stories from participants to support future campaign and mentor recruitment activities.
- Participants will be invited to serve as ambassadors for future campaign activities, promote CMP, and engage in additional mentoring experiences
- Create a replication guide for the campaign to be scaled across Canada

Power of Mentoring Campaign

Mentoring relationships, both formal and informal, are powerful in that they broaden perspectives, increase opportunities and strengthen communities...for everyone.



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Power of Mentoring Campaign - Video

- YouTube channel: <https://www.youtube.com/watch?v=QaFKybM6VPI>



COMMUNICATIONS

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Michael Janz Director of Communications



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Communications

- Telling our story and celebrating the great potential we have re: collective impact.
- Public engagement, knowledge mobilization and information sharing about quality youth mentoring
- Looking back:
 - #mentoringmonth2020
- Looking forward:
 - Recruitment and growth of the mentoring movement via campaigns, knowledge mobilization and supporting the work of the team

Building capacity across the movement

- Recruitment and Retention
- Case for Investment in Mentoring
- Knowledge mobilization
- Adapting to support all programs (large and small)
- What are the best practices that you have developed in your program that you proud of?

Upcoming Conversations

- April 8th 2020 1:00 PM EST Virtual Mentoring
- April 22nd 2020 1:00 PM EST Growing the Canadian evidence base for quality mentoring
- May 6th 2020 1:00 PM EST Designing a national collaborative

Ignite the Movement in Canada

- Follow us on Social Media **@mentoringcanada** and share our content Instagram is **@MentorCanada**
- Post your own mentoring story **@mentoringcanada**
#powerofmentoring
- Become an Ambassador or Champion of mentoring,
visit **mentoringcanada.ca**
- Become a mentor to a young person in your community,
visit **becomeamentor.ca**

COVID19 Survey

- How are you adapting?
- What supports do you need?
- What can we do together to serve you better and maintain continuity of relationships?
- What assets do you have that we can help you share across Canada?



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Q&A