

Quality Mentoring Digest

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The quality mentoring digest offers a summary of the latest mentoring insights, resources, and strategies to help you advance your knowledge and skills. The digest focuses on insights from Mentor Canada's national Community of Practice.

Insights from our Community of Practice



Key Insight

Highlighting Programs and Practices for Supporting Racialized Youth in Canada

Several insights were discussed and shared during our third Themed Showcase and Networking Event, which focused on “Career Readiness and Employment for Racialized Youth.” During this event, we were joined by three mentoring organizations that are currently supporting racialized youth in Canada through mentorship. During their presentations, each organization shared how they structure their programs to deliver high-quality mentoring opportunities for racialized youth. This was an important event, as our research indicates there is a growing **mentorship gap** for racialized youth in Canada. For example, according to our [Mapping the Mentoring Gap](#) research study, 43% of racialized respondents did not have a single mentor between the ages of 6–18, while 56% recalled a time when they wanted a mentor but did not have access to one. This event helped us bring further awareness to this mentorship gap for racialized youth and celebrate three Canadian organizations working to address this challenge.

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[Click to watch the full recording of the event.](#)

Key Insight

Highlighting Effective Practices for Supporting 2SLGBTQIA+ Youth in Canada

Three insights arose during our third Visiting Expert Series with Dr. Christian Rummell, which focused on “Mentoring 2SLGBTQIA+ Youth.” Dr. Rummell is a leading expert on mentoring for 2SLGBTQIA+ youth and has over 25 years of experience in the youth mentoring field. Dr. Rummell outlined three evidence-informed practices during his presentation:

Ally as a Verb: During his presentation, Dr. Rummell discussed the critical importance of allyship for 2SLGBTQIA+ youth in Canada. Although definitions of allyship vary, the term can be best understood as providing care for and supporting the rights of members of the 2SLGBTQIA+ community. Importantly, Dr. Rummell emphasized how the term “ally” is a **verb, not a noun** – highlighting the need for **ongoing support, advocacy, and action** for members of the 2SLGBTQIA+ community in Canada.

Possibility Models: Next, Dr. Rummell discussed the importance of acting as possibility models for 2SLGBTQIA+ youth. A possibility model is a member of the 2SLGBTQIA+ community who shares their lived experiences, and stories of overcoming hardship and adversity to help young people envision a more hopeful and resilient future. In contrast to role models (which assumes that the young person wants to emulate the adult), possibility models help young people see what’s possible in their own lives as members of the 2SLGBTQIA+ community and help them work toward their own vision for what they want their life to be. Possibility models can help youth see what is possible, unlearn harmful myths and stereotypes, affirm who they are, and provide credible messages of hope and resilience.



Queer Growth Mindsets: To conclude his presentation, Dr. Rummell introduced the concept of a Queer Growth Mindset – which is when members of the 2SLGBTQIA+ are empowered to understand that their current experiences with adversity do not have to remain static or unchanging. In essence, a Queer Growth Mindset helps young people understand that “it gets better,” which can help them become more hopeful and resilient against experiences of discrimination, bullying, and violence. A Queer Growth Mindset also recognizes that **all members of the 2SLGBTQIA+ community have identity-based strengths and coping skills** that they can draw upon to overcome challenges, bounce back, and thrive in their given situations. Strategies to help nurture this mindset include (but are not limited to): helping youth identify their strengths, introducing them to possibility models, teaching them self-care techniques, and discussing how they have previously navigated stressful situations.



[Click to watch the full recording of Dr. Christian Rummell's Visiting Expert Series presentation.](#)

Additional Resources:

[Click here to access Mentor Canada's research on 2SLGBTQIA+ youth in Canada.](#)

[Click here to access Dr Rummell's website and free modules for supporting 2SLGBTQIA+ youth.](#)