



**OCEAN  
DISCOVERY  
INSTITUTE**  
*young lives transformed through science*

# **CAMP I PRE-SERVICE TRAINING**

Isabel Herrera & Christina Contreras

August 9, 2022

---

# INTRODUCTIONS

---

# TODAY'S GOAL

---

To understand the essential elements of a successful mentoring relationship, and gain tools and knowledge that will support Mentors in developing and sustaining a positive and productive relationship with their Mentees.

# AGENDA

---

- I. Risk Management – Our Youth Interaction Policies
- II. Article Discussion “First Do No Harm”
  - Discussion
- III. Building Trust
- IV. Being Culturally Responsive
- V. Boundaries
- VI. Take Aways
- VII. Wrap Up

# MENTORING WITH OCEAN DISCOVERY

A collaborative learning relationship that proceeds but may do so over a **defined time period**.

Mentoring relationship goals:

- Gain confidence, knowledge, and skills
- Better understand how to be [fill in the blank].



# RISK MANAGEMENT

---

# YOUTH INTERACTION POLICY

---

- Ocean Discovery is a mandatory reporter. If you hear anything of concern, report to ODI staff (Isabel)
  - If in doubt, report it.
- Report any student conditions, medical or otherwise, directly to CAMP staff to refer to resources.
- Maintain confidentiality and anonymity of student information, and do not share outside of CAMP staff.
- Call 9-1-1 for any immediate (medical) emergency; inform CAMP staff secondarily

*Report anything of concern*

# SCENARIO

---

As you get to know your mentee, she starts to share personal things about her past with you, including details about domestic violence that has happened in her home.



# YOUTH INTERACTION POLICY

---

- Coordinate all visits directly as a mentor-mentee pair, and include Isabel in electronic interactions as appropriate, including but not limited to: email, websites, chat rooms, video conferencing, instant/direct messaging, and phone/text.
- Hold all meetings at the Living Lab—if not possible, meet in an approved alternative public-use or virtual space.
- Interactions must take place within pre-determined timeframe, frequency, and duration, and communications must always be professional and relevant to the current activity/need.
- Before connecting virtually, the platform being used to meet with students must be approved by Isabel. The use of social networking websites like - Facebook, Instagram, Snapchat, etc. - is prohibited.
- Monitor all your interactions on the "CAMP Hours Tracker".
- Do not take or store student photos on your personal devices.

*Protect yourself and the student*

# SCENARIO

---

You are at that point in your relationship with your mentee where she is feeling pretty comfortable with you. You've met her parents, and your mentee talks to her mom often about you. She prefers working on college applications at home, and asks if your next meeting can take place at her house.

# YOUTH INTERACTION POLICY

---

- Do not give gifts over a nominal value (\$10).
- Maintain your primary role as a mentor focused on college and career.
- Trust your gut when something feels off, and consult with the Isabel.

*Create clear professional boundaries*

# SCENARIO

---

You often meet your mentee at Starbucks to work on applications. Every time you meet, you get a coffee for yourself, but you are unsure if you should offer to buy a drink for your mentee.

---

# ARTICLE DISCUSSION

---

# ***FIRST DO NO HARM: ETHICAL PRINCIPLES FOR YOUTH MENTORING RELATIONSHIPS***

---

- I. Promote the Welfare and Safety of the Young Person
- II. Be Trustworthy and Responsible
- III. Act With Integrity
- IV. Promote Justice for Young People
- V. Respect the Young Person's Rights and Dignity

# REFLECTION

---

- 3 – things you learned or resonated with
- 2 – questions or clarifications
- 1 – main takeaway

---

# BUILDING TRUST

---



# TIPS FOR BUILDING TRUSTING RELATIONSHIPS

---

- Reach out and initiate conversations with students.
- Learn the names of the students with whom you interact.
- Follow through on commitments you make to students.
- Do not discuss the conversations you have had with one student or group of students with another student.
- Invite students to talk with you individually if they are not comfortable talking with you in a group setting.
- Listen without judging.
- Encourage questions of any type and tell the mentee that there is no such thing as a bad question.
- Take time to learn culturally appropriate ways of interacting with your mentee and help your mentee to interact appropriately with his/her peers.
- Ask students and staff for feedback on your mentoring and apply their constructive feedback to your approaches.

# TRUST COMES FIRST

---

Think back to when you were in high school. Was there a teacher, coach, any adult you knew that you trusted? If not, think of someone recently who you know and trust. OR, if you have mentoring experience, consider yourself in relation to your mentee.

Take a few moments to discuss questions 1-3 with your partner.

1. With that person in mind, list the traits or characteristics they displayed to help you to trust them (be specific about how).
2. What specific behaviors or gestures built that trust?
3. What addition or change in behaviors, practices or gestures can you incorporate when building trust with our students and others?

# TIPS FOR FOSTERING A SENSE OF BELONGING

---

- Get to know the student's names (and the names they prefer to be called).
- Show examples of people who look like them in the career(s) they are interested in.
- Tell stories of your own college experiences, and relate it to what they are doing.
- Show images and talk about how a college degree impacts communities such as the ones they come from.
- You can eat meals with students or participate in activities planned outside of regular meetings.\*

# ACTIVE LISTENING

What is active listening?

- Active listening is a way of listening and responding to another person that **improves mutual understanding**.
- Listeners should remain **neutral and non-judgmental**, this means trying not to take sides or form opinions, especially early in the conversation.
- Active listening is also about patience - pauses and **short periods of silence** should be accepted.



# TIPS FOR ACTIVE LISTENING

---

- Pay attention to your body language.
- Avoid distractions (computer, phone).
- Pay attention to what the student is saying instead of crafting your response while he/she is still talking.
- Verbally reflect back what the student has shared using phrases such as “So it sounds like...” Or “What I hear you saying is...”
- Ask open-ended questions to draw out more information.
- If active listening is not possible, make time to follow-up later.



---

# BEING CULTURALLY RESPONSIVE

---

# BEING CULTURALLY RESPONSIVE IN YOUR MENTORING RELATIONSHIPS

- Understand that you will not know everything about the Ocean Discovery Institute students with whom you engage – be open and curious.
- Recognize that your lived experience may differ from the students’.
- Validate the experiences of the students.
- Be mindful of your unconscious reactions and the subtle ways that your privilege, power, biases, and worldview may operate.
- Increase your risk-taking, expand your comfort zone, and be willing to be vulnerable.



# BEING CULTURALLY RESPONSIVE

## WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvia duckworth



# SCENARIO

---

Your mentee has received their college decisions, and they were admitted to CSU Channel Islands but declined from SDSU. After speaking with their parents, your mentee tells you that their parents prefer that the mentee attend a local community college instead of leaving home to attend CSU Channel Islands. You know that students have a much higher chance of graduating when they start at a 4-year college than a 2-year college. How do you address this scenario?

---

# SETTING BOUNDARIES

---

# BOUNDARIES

---

Benefits of establishing and maintaining boundaries:

- Have a positive mentoring experience.
- Receive valuable life lessons.
- Protect self from burning out.
- Prevent from walking away prematurely from your mentoring commitment.

# BOUNDARIES

---

What issues fall outside our scope as CAMP mentors? What role should you *not* take on in your mentee's life?

---

# TAKE AWAYS

---

# ONE BREATH

---

---

# WRAP UP

---

# EVALUATION

---



# NEXT STEPS

---

## CAMP Kickoff

- Wednesday, August 24, 2022 @ 5-7pm
- Student Bios

## Regular Meetings

- Recommended to have a laptop or tablet at every meeting, if in-person

## Upcoming Workshops

- College Fit Workshop: Thursday, September 8 @ 4-6 pm
- Personal Statement Workshop: Thursday, September 29 @ 4-6 pm

## Approved Activities

- Approved by Isabel if meeting outside of normal meeting places

## Youth Interaction Tracker (Hours Tracker)



**OCEAN  
DISCOVERY  
INSTITUTE**  
*young lives transformed through science*

**THANK YOU.**

[oceandiscoveryinstitute.org](http://oceandiscoveryinstitute.org)