



# Mentor Program for Caregivers of Trans Youth: Procedures

## Step One

### Marketing

- A. Develop an [application](#) form for interested mentors/mentees to fill out (one application for mentors, one application for mentees).
- B. Create marketing/advertising tools (ie [flyers](#)) for the program and include important dates such as application deadline and the program launch date.
  - The flyer can also include a link or QR code that will take the mentor/mentee directly to the application.
- C. Advertise flyers for 3-4 weeks
  - Flyers can be advertised through social media, local businesses, schools, etc.

## Step Two

### The Matching Process

- D. The following guidelines should be considered when making mentor and mentee matches:
  - The young person of the mentor is older than the young person of the mentee; if this is not possible, look for a mentor and mentee who have young people of similar ages but where the mentor has been a caregiver to a trans/gender diverse youth longer

- The gender identities between the mentor/mentee's young person are similar (ex. both their young people are trans masculine)
- The experience of caregivers and their youth and where the youth/caregivers are in the stage of development/identity
- For example, a mentor who has a 12 year old who came out at 6 may have a lot of experience, but, the young person is still at a different stage than someone who is 16 and came out at 15
- **Look for and prioritize any special requests (ex. A mentee of color prefers a mentor of color)**

### **Email Communications (Once potential matches are identified)**

Send an email to all mentors/mentees letting them know we have matched them with a mentor/mentee, and asking them to confirm their involvement in the program. Include the following in the email:

- **For Mentors:**
  - Attach a google form with days and times for them to choose from for their mentorship training, or a link to this pre-recorded training:
  - [PART I](#)
  - [PART II](#)
  - Once time is decided, send out an [email](#) inviting them to the training, along with the following:
    - Mentor/mentee agreement form to be signed and sent back\*\*
    - The Caregiver Mentoring Manual
    - The Caregiver Mentee Handouts

\*\*An example of the Mentor/Mentee agreement can be found in the Caregiver Mentoring Manual on page 37

- **For Mentees:**
  - Send email with Mentor/Mentee Agreement to have it signed and returned to us\*\*
  - Caregiver Mentee Handouts
- **For All:**
  - Once confirmation is received and the agreements are signed, send mentors and mentees a google form with days and times for a [mentor/mentee social](#)

- Can have multiple social days. Does not have to be the same day/time for everyone. As long as our pairs are able to attend their social together
- Once days and times are selected, send out an [introductory email](#) to mentors and their mentees and invite them to their specific social day and time

## Step Three

### **Mentor training**

The training for mentors will take place after initial matches have been made and before the social

Three hours- schedule 1 training session. Have a recording of the training available for folks who are not able to attend. Have mentors bring their manuals for reference

## Step Four

### **Mentor/Mentee Social**

Orientation session for mentors and mentees; 30 minutes (not mandatory)

- Welcome all to the mentoring program,
- Review the agreement
- Allow mentor/mentee to greet each other and exchange contact information if they would like

Per the Mentor Training Manual: Mentors/Mentees are set to meet 1-2x monthly over the course of 5-6 months

- Meeting days/times and meeting location (in person or virtual) will be at the discretion of the mentor and mentee

# Appendix

## Application:

We created an application on google forms (here is an example of [our form](#)) to collect interest and basic information (both english and spanish translations.)

Title:

Caregiver Mentee Interest Form

Description:

“The caregiver mentoring program is designed to provide caregivers of trans\* youth with a safe, supportive relationship with another caregiver who has had similar experiences. This program is an opportunity for mentors and mentees to build a relationship, navigate stressors, and share information and resources.

We are conducting our second round of the caregiver mentoring program in Central Texas starting in the summer of 2022. Mentees will be matched with a mentor and asked to meet with the assigned mentor at least 1-2x per month for a period of at least 5 months. Mentees will also be asked to respond to questionnaires for a research partnership associated with this program. The approximate commitment for this program is 2 - 4 hours per month from mid-June to mid-November of 2022. If you are interested in becoming a mentee, please complete the information below.

trans\* is an umbrella term for youth who are trans/non-binary/gender-expansive.”

Personal Information:

- Name
- Email
- Phone

Familial Information

- Who in your family identifies as trans or non-binary? How old are they currently?
- Please tell us a little about yourself and about your interest in becoming a mentee in the caregiver mentorship program:
- How comfortable would you be talking about your life experiences with your family member who is trans or non-binary? (1 (Very uncomfortable) 2 3 4 5 (Very comfortable scale))

- How confident are you that you could fulfill your time commitment to the Caregiver Mentorship program? (2 - 4 hours per month from June - November 2022?) (1 (not at all confident) 2 3 4 5 (very confident) scale)
- Anything else about yourself or your youth you'd like for us to know? (We are open to matching mentees to mentors who might have similar life experiences if you'd like to share your child's gender identity, ethnicity, religion or other pertinent identities. However, due to the small size of the program we can't make any promises!)
- What questions do you have about the program?

## Caregiver Mentor Interest Form

### Description:

“The caregiver mentoring program is designed to provide caregivers of trans\* youth with a safe, supportive relationship with another caregiver who has had similar experiences. This program is an opportunity for mentors and mentees to build a relationship, navigate stressors, and share information and resources.

We are conducting our second round of the caregiver mentoring program in Central Texas starting in the summer of 2022. Mentors will be provided with orientation and training and matched with a mentee and will be asked to meet with the assigned mentee at least 1-2 times per month for a period of at least 5 months. Mentors will also be asked to participate in a research partnership associated with this pilot program. The approximate commitment for this program is 2 - 4 hours per month from mid-June to mid-November of 2022. If you are interested in becoming a mentor, please complete the information below.

trans\* is an umbrella term for youth who are trans/non-binary/gender-expansive.”

### Personal Information:

- Name
- Email
- Phone

### Family Information

- Who in your family identifies as trans or non-binary? How old are they currently?
- Please tell us a little about yourself and about your interest in becoming a mentor in the caregiver mentorship program:

- If you could provide mentoring services confidently in any language other than English, please list below.
- Tell us about any peer-to-peer work, mentorship, or volunteer work you have done in the past, either formally or informally:
- How comfortable would you be talking about your life experiences supporting your family member who is trans or non-binary? (1 (Very uncomfortable) 2 3 4 5 (Very comfortable scale))
- How confident are you that you could fulfill your time commitment to the Caregiver Mentorship program? (2 - 4 hours per month from June - November 2022?) (1 (not at all confident) 2 3 4 5 (very confident) scale)
- Anything else about yourself or your youth you'd like for us to know? (We are open to matching mentees to mentors who might have similar life experiences if you'd like to share your child's gender identity, ethnicity, religion or other pertinent identities. However, due to the small size of the program we can't make any promises!)
- What questions do you have for us about the program?

Spanish translation

Mentee form:

Formulario para los interesados en ser discípulos de un mentor: programa de mentoría para cuidadores

El programa de mentoría para cuidadores está diseñado con el fin de proporcionar a los cuidadores de jóvenes transgénero, una relación segura y de apoyo junto con otro cuidador que haya tenido experiencias similares. Este programa es una oportunidad para que los mentores y sus discípulos construyan una relación donde puedan controlar los factores estresantes, compartiendo información y recursos.

A partir del verano de 2022, estaremos realizando un programa piloto de mentoría para los cuidadores del centro de Texas. Se formarán parejas de mentores y discípulos y se les pedirá a estos últimos que se reúnan con su mentor asignado al menos dos veces al mes por un periodo de al menos 5 meses. También se les pedirá a los discípulos que respondan unos cuestionarios de una sociedad de investigación relacionada con este programa piloto. Para participar en este programa piloto, el compromiso estimado será de 2 a 4 horas por mes desde junio de 2022 hasta noviembre de 2022. Si le interesa ser un discípulo, favor de completar la siguiente información.

### Información personal

- Nombre:
- Correo electrónico:
- Número de teléfono:

### Información familiar

- ¿Quién en su familia se identifica como transgénero o no binario? ¿Qué edad tienen actualmente?
- Por favor, cuéntenos un poco más de usted y sobre su interés en ser un discípulo del programa de mentoría para cuidadores:
- ¿Qué tan cómodo se sentiría hablando sobre sus experiencias vividas con su familiar que es transgénero o no-binario? (1 (Muy incómodo) 2 3 4 5 (Muy cómodo))
- ¿Qué tan seguro está de que pueda cumplir con su compromiso de dedicarle el tiempo necesario al programa de mentoría para cuidadores? (2 a 4 horas al mes desde junio hasta noviembre de 2022) (1 (Para nada seguro) 2 3 4 5 (Muy seguro))
- ¿Cuáles son sus preguntas para nosotros sobre el programa? ¿Hay algo más que le gustaría que nosotros sepamos de usted?

### Mentor Form:

Formulario para los interesados en ser mentores: programa de mentoría para cuidadores

El programa de mentoría para cuidadores está diseñado con el fin de proporcionar a los cuidadores de la juventud transgénero una relación segura y de apoyo junto con otro cuidador que haya tenido experiencias similares. Este programa es una oportunidad para que los mentores y sus discípulos construyan una relación donde puedan controlar los factores estresantes, compartiendo información y recursos.

A partir del verano de 2022, estaremos realizando un programa piloto de mentoría para los cuidadores del centro de Texas. Se formarán parejas de mentores y discípulos y se les pedirá a estos últimos que se reúnan con su mentor asignado al menos dos veces al mes por un periodo de al menos 5 meses. También se les pedirá a los discípulos que respondan unos cuestionarios de una sociedad de investigación relacionada con este programa piloto. Para participar en este programa piloto, el compromiso estimado será de 2 a 4 horas por mes desde junio de 2022 hasta noviembre de 2022. Si le interesa ser un mentor, favor de completar la siguiente información.

## Información personal

- Nombre:
- Correo electrónico:
- Número de teléfono:

## Información familiar

- ¿Quién en su familia se identifica como transgénero o no binario? ¿Qué edad tienen actualmente?
- Por favor cuéntenos un poco más de usted y sobre su interés en ser un mentor del programa de mentoría para cuidadores:
- Si usted se siente seguro en ofrecer servicios de mentoría en algún otro idioma aparte del inglés, favor de alistarlos a continuación.
- Cuéntenos de cualquier trabajo entre iguales, de mentoría o de voluntariado que haya realizado en el pasado, ya sea formal o informal:
- ¿Qué tan cómodo se sentiría hablando sobre sus experiencias vividas al apoyar a su familiar que es transgénero o no-binario? (1 (Muy incómodo) 2 3 4 5 (Muy cómodo))
- ¿Qué tan seguro está de que pueda cumplir con su compromiso de dedicarle el tiempo necesario al programa de mentoría para cuidadores? (2 a 4 horas al mes desde junio hasta noviembre de 2022) (1 (Para nada seguro) 2 3 4 5 (Muy seguro))

## Flyer Example:





# Email Communications Connecting Mentors/Mentees

## For Mentors:

Hey Mentors!

Thank you so much for offering your time to help the next generation of caregivers! We have a great group of mentors/mentees for our second pilot of this program, and I am pumped to get started.

1) We are currently matching folks

2) Please fill out this form to let us know when you will be available to attend the mentor training:

[https://docs.google.com/forms/d/1lpnh7aEjzRqIsuWx2LFitLr8RIuls540HUhCd\\_N-IIO/edit](https://docs.google.com/forms/d/1lpnh7aEjzRqIsuWx2LFitLr8RIuls540HUhCd_N-IIO/edit) (if you cannot attend, that is OK, we will record the training and send it to you, but obviously we would like as many people there as possible to prepare you for the journey ahead!)

I will announce the date of the training by \_\_\_\_\_

Thanks,

- Follow up: training date announcement

Hello fabulous mentors,

Training will be held virtually on Thursday, June 9th from 5:00 PM- 8:00 PM.

You can find the zoom info below.

Please confirm that you are still interested in being a mentee by completing the following: Mentor/Mentee Agreement (link)

Also, I have included the [Caregiver Mentoring Manual](#) and some [handouts](#) that you and your mentee might find helpful!

## For Mentees:

Hello Mentees,

I am happy to inform you that we have found you a mentor!

Please confirm that you are still interested in being a mentee by completing the following:

Mentor/Mentee Agreement (link)

Also, I have included [handouts](#) that you might find helpful!

Looking forward to it!

For All:

Mentor/Mentee Social

Hi Y'all,

Please fill out this [google form](#) so we can pick a time for folks to meet their mentors and mentees virtually, before we send y'all off on your own!

Also, if you have not already, I would appreciate everyone signing this Mentor/Mentee Agreement (link), so everyone is on the same page about some basic guidelines for the mentor/mentee relationship!

We are SO close, thanks for hanging in there with all the emails and such!

Warmly,

Mentor/Mentee Intros and social

Hello!

I am very excited to connect you both as mentor (\_\_\_) and mentee (\_\_\_)!

To start this journey off for the both of you, we have put together a Zoom social for you to introduce yourselves, exchange information, and get answers to questions you may have.

Your social day and time with be:

Let me know if you have any questions and we look forward to seeing you soon!

Best,