



To our Vermont community,

The Vermont mentoring field is committed to fostering an environment of diversity and inclusion for all. We embrace our differences and celebrate our common humanity in advancing awareness of the need for equity and the transformative power of supportive relationships for young people. In an increasingly multicultural and diverse society, we value all perspectives, experiences, and opinions as central assets in our vision of every young person in Vermont having the supportive mentoring relationships to grow and thrive.

We, as a mentoring field in Vermont, will lead by example in our dedication and promotion of diversity, equity, and inclusion through collective action to ensure alignment with our commitment as follows:

Working with statewide mentoring programs, the Vermont Mentoring DEI Committee developed an action plan based on feedback identifying areas in need of support. The DEI Committee invested grant funding into an accessible learning and training platform that has an extensive catalog of training videos and resources with a focus on diversity, equity, and inclusion topics that allow users to learn at their own pace. The DEI committee contracted local Vermont experts in their respective fields to create content for mentors and program staff, so they can learn and become informed on relevant practices to support mentees and Vermont youth. The Open World Learning (OWL) platform is the first action step in unifying the Vermont mentoring field in continued learning, growth, and accessibility in diversity, equity, and inclusion.

In alignment with this statement of commitment, we outline steps we are taking as a collective field and network to ensure a culture of ongoing and continued learning as we lead with diversity, equity, and inclusion as guiding principles.

For mentors:

- All new mentors will receive training in diversity, equity, and inclusion upon their onboarding before working with youth
- Continued learning opportunities will be offered to mentors through varying points of accessibility
  - Regular newsletters with DEI specific content
  - Links to videos, articles, or podcasts
  - DEI Book Club Discussions
  - Post-match training
- Programs will share resources for match activities that enhance cultural awareness and experiences



For staff:

- New program staff will receive orientation on Open World Learning (OWL) platform (from MENTOR Vermont)
- All program coordinators, program staff, and program directors will incorporate diversity, equity, and learning into their ongoing professional development
- Program staff will work with MENTOR Vermont to establish an action plan to incorporate the Open World Learning (OWL) and continued learning into their program on a timeline that works best for their current capacity
- Have specific DEI learning at the annual Vermont Mentoring Symposium conference for mentoring professionals
- Through feedback mechanisms in collaboration with MENTOR Vermont, programs will identify trainings topics through interest, demand, and emerging programmatic needs

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- MENTOR Vermont and the DEI committee will curate training catalogs in the Open World Learning (OWL) platform based on the needs and requests of Vermont Mentoring agencies
  - MENTOR Vermont will provide training sessions on how to use the OWL platform
  - MENTOR Vermont will continue to garner input from mentoring communities and youth to develop relevant content
- MENTOR Vermont will curate a list of recommended DEI resources and learning and keep the field apprised of relevant current events, training opportunities, and activities via social media, the Hub, safe virtual spaces, monthly newsletters, etc.
- MENTOR Vermont will provide no-cost Technical Assistance through the National Mentoring Resource Center to programs who would like one-to-one support

As a collective mentoring field, we recognize that all individuals and programs are at different places in this work, and are committed to ongoing learning and growth. This letter serves as both a dedication and commitment to serving our youth by prioritizing creating safe and inclusive spaces through continued learning and being the most caring and informed adults, we can be for young people in Vermont.

Vermont State University Mentoring Program  
King Street Center's Mentor Program  
MAUSD Mentoring  
Lincoln Mentoring  
Grand Isle County Mentoring  
The Mentoring Project of Upper Valley  
Windsor County Mentors  
MOVE Mentoring at Saint Michael's College  
Middlebury College Center for Community Engagement

The Mentor Connector  
Mountain Views Supervisory Union  
The DREAM Program  
Vergennes Mentors  
Mad River Mentoring  
Spectrum Youth & Family Services  
Everybody Wins! Vermont  
CES Mentoring Program  
Milton Family Community Center  
Twinfield Together Mentoring Program