



MILWAUKEE COUNTY AMERICAN RESCUE PLAN ACT ALLOCATION Community Support Program Proposal MENTORING MINDSETS

COMMUNITY SUPPORT CATEGORY

Please select the community support category that applies to this proposal:

- Household Assistance.** Proposals may include expenditures related to food programs; rent, mortgage, and utility aid; cash transfers; internet access programs; eviction prevention; unemployment benefits or cash assistance to unemployed workers; housing support: affordable housing; and housing support: services for unhoused people.
- Mental & Behavioral Health.** Proposals may include expenditures related to mental health services; substance abuse services; and other public health services.
- Other Social Determinants of Health.** Proposals may include expenditures related to job training assistance; small business economic assistance; aid to nonprofit organizations; aid to other impacted industries; healthy childhood environments: home visiting and services to foster youth or families involved in child welfare system; social determinants of health: community health workers or benefit navigators and community violence interventions; clean water; drinking water; and broadband.

PROJECT DESIGN

Provide an overview of how the community support project being proposed addresses an urgent community need brought on by the COVID-19 pandemic. Demonstrate how the project provides a feasible solution to the demonstrated need and is being coordinated with partners. Include any collaboration that will occur during the project. Explain how the proposal falls within Milwaukee County's scope of services. (500-word max response)

MENTOR Greater Milwaukee will offer community workshops and trainings around the importance youth mentoring in our communities. The goal of these various workshops and trainings is to help community residents to receive basic mentoring training around the foundation of mentoring allowing them to feel more comfortable with being a mentor in various mentoring programs throughout the city. MGM will expand its mission by offering community based informational and workshops to help reduce the mentoring gap for young people. Right now, nearly 1 in 3 young people are without a positive mentor in their lives, we believe by hosting quarterly community events, we will be able to discuss the opportunities for mentoring, support new mentoring programs and recruit new mentors for community partners to be engaged in the community. We believe by informing, training, and supporting the overall community with the role mentors can play in the lives of young people, it will help to increase the positive life outcomes for young people. Positive adult relationships are a critical element to young people success. Mentoring, at its core, guarantees young people that there is someone who cares about them, assures them they are not alone in dealing with day-to-day challenges, and makes them feel like they matter. Research confirms that

quality mentoring relationships have powerful positive effects on young people in a variety of personal, academic, and professional situations

Data states that young people that have a positive mentor in their life are:

- 55% more likely to enroll in college
- 52% less likely than their peers to skip a day of school
- 78% more likely to volunteer regularly in their communities
- 90% more interested in becoming a mentor
- 46% less likely than their peers to use illegal drugs

By assisting adults to better understand the role they play in the community to serve as mentor, we increase the impact it has.

By partnering alongside various community partners such as local schools, businesses, faith-based organizations, and community organizations we believe we can expand the impact mentoring has on young people. Currently MGM partners with over 100 mentoring program organizations throughout the greater Milwaukee community. MGM has intentional partnerships with organizations such as Milwaukee Brewers and the Milwaukee Bucks to use their platforms to expand the message around mentoring and reach additional partnerships.

As an intentional tool, mentoring helps create a positive and healthy environment for all young people to prosper and feel supported. To help promote healthy environments, mentors will be trained on how to support the WHOLE youth by helping create networks, provide social emotional support and help young people grow and mature with the right supports

TRACKABLE PERFORMANCE INDICATORS

Provide an overview of the project's goals, objectives, outcomes, and/or outputs that will be achieved by December 31, 2024. Please ensure that proposed project outcomes align with the Milwaukee County vision to achieve racial equity and eliminate health disparities. (250-word max response)

The goals and objectives of the Mentoring Mindsets trainings/workshops will be to:

- MGM is we will train 750 community members on what it means to be a mentor and support community members with a better understanding of what a mentor does by 12/31/2024.
- MGM will partner alongside CFS to provide direct mentoring support and training to the county program partners as well support CFS will setting up a Mentoring Connector (*MGM online mentor recruitment tool*) to support staff with recruiting mentors for use within the Department itself.
- 300 new mentors will be connected to youth serving organizations and schools throughout the Greater Milwaukee community by 12/31/2024.
- Creation of 20 new peer mentoring programs created through area schools creating a culture of mentoring within our schools. Peer mentoring program will serve 600 students by 12/31/2024.
- Creation of 25 new, trained mentoring programs throughout the Greater Milwaukee Community by 12/31/2024.

- Annual Youth Voice Forum will be hosted to allow youth the opportunity to speak on mentoring needs and share with the various mentoring programs their needs directly. The forum will also be used to allow young people to be involved in problem-solving for issues facing them throughout the community. The Youth Voice Conference will be a tool of communication between youth serving organizations, political figures, corporate leaders and young people to help ensure young people are engaged in the decision-making process needed to help support their overall success.
- o Goal 250 youth leaders and 100 community partners participants by 12/31/2024

INVEST IN EQUITY & INTENTIONAL INCLUSION

Provide an overview of how the proposed project supports historically underserved, marginalized and/or adversely affected groups. Projects will be scored by their alignment with Milwaukee County's strategic objectives to (1) achieve racial and health equity, (2) dismantle barriers and (3) invest "upstream" to address root causes of health. Demonstrate how this proposal supports any or all of these objectives. If applicable, include how this proposal was informed by community input and builds capacity of community organizations. (500-word max response).

MENTOR Greater Milwaukee was founded in Greater Milwaukee with the intent to promote and serve as a catalyst for narrative change needed in our community. **MGM** believes that utilizing the tool of mentoring helps support underserved groups by creating and promoting positive narratives and reduce the barriers that young people from marginalized groups see of themselves. By creating a support system for young people, we work to dismantle those barriers that are perceived to exist within those communities both by the mentor and the mentees. Creating relationships across the entire Greater Milwaukee community will also help improve racial equity by eliminating communication gaps that limit interactions and support from community to community.

As part of our Practice, **MGM** will help community members understand the following components of Critical Mentoring:

- Mentoring that fully considers race, ethnicity, gender, class and sexuality when building the infrastructure for programs. Including programmatic structure, recruiting of mentors, training of mentors, support of mentoring relationships, mentoring activities and finally, target outcomes
- Mentoring that is focused on critical consciousness and transformation rather than assimilation and adaptation
- Mentoring that places emphasis on the whole community, the whole protégé, rather than just parts of the whole
- Mentoring that includes, from its very inception, the needs of the community and the needs of the youth in the community (not about us without us)
- Mentoring that promotes and supports mentor/protégé partnerships for community transformation.

Critical mentoring challenges deficit-based notions of protégés, limited metrics that ignore meta-narratives and protégé adaptation to dominant ideologies. Furthermore, critical mentoring seeks to engage both the mentor and the protégé in processes that trigger critical consciousness and an ongoing and joint struggle for transformation.

Mentoring can offer comprehensive support to youth at risk for committing violence or victimization, as it can address many risk factors at once.

- Mentoring serves as a critical violence prevention strategy by offering flexible, broad support to young people on a wide variety of their needs, being one of the few prevention and intervention strategies that can effectively address multiple risk and protective factors simultaneously.

Mentoring can also be integrated into existing multi-component violence prevention efforts.

- Mentoring can be offered as a stand-alone service or effectively incorporated into multi-component violence prevention frameworks.
- Prominent criminologists have noted that mentoring programs may make excellent partners within multi-component crime and violence-prevention initiatives, because their relationship-centric focus fits well within established evidence-based frameworks, such as the Risk-Need-Responsivity model for offender assessment and rehabilitation.

EVIDENCE-BASED STRATEGY

Please select the statement that aligns with the community support project. This project was developed with:

Strong Evidence: can support casual conclusions for the specific program with the highest level of confidence. This consists of one or more well-designed and well-implemented experimental studies conducted on the proposed program with positive findings on one or more intended outcomes.

Moderate Evidence: reasonably developed evidence base that can support casual conclusions. The evidence-base consists of one or more quasi-experimental studies with positive findings on one or more intended outcomes OR two or more nonexperimental studies with positive findings on one or more intended outcomes. Examples of research that meet the standards include well-designed and well-implemented quasiexperimental studies that compare outcomes between the group receiving the intervention and a matched comparison group (i.e., a similar population that does not receive the intervention).

Preliminary Evidence: can support conclusions about the program's contribution to observed outcomes. The evidence-base consists of at least one nonexperimental study. A study that demonstrates improvement in program beneficiaries over time on one or more intended outcomes OR an implementation (process evaluation) study used to learn and improve program operations would constitute preliminary evidence. Examples of research that meet the standards include: (1) outcome studies that track program beneficiaries through a service pipeline and measure beneficiaries' responses at the end of the program; and (2) pre- and post-test research that determines whether beneficiaries have improved on an intended outcome.

Provide an explanation to support the statement that most aligns with the project. Include the experimental studies conducted on the proposed project. *Evidence-based strategies can be found through the following: [Results First Clearinghouse Database](#) | [The Pew Charitable Trusts \(pewtrusts.org\)](#) and [Homepage | CLEAR \(dol.gov\)](#). (250-word max)

A meta-analytic review of 39 studies of mentoring found that mentoring had positive effects for aggressive behavior (e.g., fighting, bullying) and for delinquency in general. The effects were strongest in programs where offering emotional support was a key component of the intervention.

MENTOR Greater Milwaukee will be providing Preliminary Evidence as support of the work we are doing for the Mentoring Mindsets workshops and trainings. We will be conducting pre and post test for all participants that are receiving the training modules. Surveys will be given to participants to complete and evaluate information regarding all trainings and workshops. We will also keep track of attendance utilizing sign-in sheets and e-attendance for any virtual sessions completed. Regarding evidence of school peer mentoring program monitoring, MGM will track schools and youth participation in collaboration with the partner schools. MGM will use evaluations at the end of all program sessions to determine overall success and desired outcomes.

ARPA REPORTING REQUIREMENTS

Provide a detailed overview of the applicant’s experience managing federal funds. Detail any experience ensuring accurate data collection and adherence to federal reporting requirements. If this is an internal application, detail any experience managing contracts and ensuring reporting deadlines are met. If this is an external applicant, detail any experience receiving funding from Milwaukee County and ensuring reporting deadlines are met.

Currently, MENTOR Greater Milwaukee does receive dollars from the National Mentoring Resource Center, which is federal funding from OJJDP (Office of Juvenile Justice and Delinquency Prevention Grant) through our partnership with the NMRC (National Mentoring Resource Center). MGM needs to track, report support it currently provides to mentoring program partners receiving technical assistance from MGM. MGM has also received funding from the City of Milwaukee Community Development Block Grant funding for the last 3 years. We are proficient in grant requirements and meeting deadlines outlined by the city. Currently, MGM uses spreadsheets and google documents to track its survey and pre/post test results. MGM leadership has had experience using other forms of documentation and reporting from previous programs and partnerships.

ARPA FUNDS REQUESTED

Provide the total request amount to be spent between 2022 – 2026. Explain how funds will be incurred and encumbered by December 31, 2024. Include if the project has matching funds or resources. (250-work max)

MENTOR Greater Milwaukee is requesting a total of \$225,000 over 3 years from 2023-2025. The dollars will be split equally over the 3 years primarily supporting staffing, workshop support and Youth Voice Conference.

BUDGET

Complete the short-form budget and provide a formula for your calculation by defining the expense item, number of units, and cost per unit for the requested project period. Please add rows as necessary. In the table below, outline any matching funds or resources. Please note: all costs needed for a project should be included in the budget below (example: staffing capacity, rent/space, utilities, etc.).

Expense Item	Description	Total Cost
Personnel Expenses (including fringe benefits)		

1. Training Coordinator	Staff Person supporting and coordinating workshops and trainings throughout the County. (50% of salary over 3 years)	67500
2. Director of Strategic Partnerships	Lead staff with partnership development and support (25% of salary over 3 years)	51000
3. Executive Director	Support and Administrative work (7% of salary over 3 Years)	22200
Space Rental		
1. Space Rental	Space used for trainings (3 years of expenses) Rental space for community meetings, workshops and recruitment Events.	15000
2. Youth Voice Conference	Cost for Youth Voice Conference (3 years Expenses) Expenses for annual conference and cost associated with hosting event in venue.	45000
3.		
Supplies & Equipment		
1. Training Supplies	Various training documents and items needed.	5000
2. Workshop giveaways/items	Printed giveaways and items for trainings/workshops	8800
3. Youth Voice Conference Expenses	Items specific for Youth Voice conference.	10500
Capacity Building Resources for Implementation		
1.		
2.		
3.		
Total Calculations		
Total Expenses		\$225,000

Other Revenue Source (s)	Committed or Available Revenue Amount	Potential Revenue Amount
Milwaukee Bucks	75,000	
City of Milwaukee	75,000	
Total Other Revenue Amount	\$150,000	\$0