

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: March 17, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Shakita LaGrant-McClain, Director, Health and Human Services

Subject: A report from the Director, Department of Health and Human Services (DHHS), requesting approval of \$262,500 in American Rescue Plan Act (ARPA) funds for the Mentoring Mindsets project

File Type: Action Report

REQUEST

The Director of the Department of Health and Human Services (DHHS) requests approval of \$262,500 in Milwaukee County of American Rescue Plan Act (ARPA) funds to fund the Mentoring Mindsets project with MENTOR Greater Milwaukee.

BACKGROUND

This proposal would provide ARPA funds to MENTOR Greater Milwaukee (MGM) to implement the project below in support of Children, Youth and Family Services.

MENTOR Greater Milwaukee (MGM) will offer community workshops and trainings around the importance of 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.

Currently, nearly one in three young people is without a positive mentor in their lives. 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. By informing, training, and supporting the overall community about the role mentors can play in the lives of young people will help to increase the positive life outcomes for young people.

Positive adult relationships are a critical element to young people's 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.

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

- 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 CYFS to provide direct mentoring support and training to the county program partners as well support CYFS 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

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. 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.

Milwaukee County DHHS will serve as the manager for the initiative starting March 27, 2023 and continuing while ARPA funds remain available for use. Contracts and specific codes will be set up to ensure funds are allocated appropriately.

This proposal received approval from the Community Support Subgroup – Mental and Behavioral Health and was approved by the ARPA Task Force at its meeting on March 9, 2023.

RECOMMENDATION

It is recommended that the Milwaukee County Board of Supervisors approve \$262,500 in American Rescue Plan Act (ARPA) funds to implement the Mentoring Mindsets project.

FISCAL EFFECT

This resolution would allocate \$262,500 from the American Rescue Plan Act funds to the specific program above. See attached fiscal note.

TERMS

Funds are available to this project starting March 27, 2023 and until ARPA funds remain available for use.

VIRTUAL MEETING INVITES

Shakita LaGrant-McClain, Director, Health and Human Services
Clare O'Brien, Budget & Policy Director, DHHS
Kelly Pethke, Administrator CYFS

PREPARED BY:

Kelly Pethke, Administrator, Children, Youth and Family Services, DHHS

APPROVED BY:

Shakita LaGrant-McClain

Shakita LaGrant-McClain, Director, Health and Human Services

ATTACHMENTS:

Attachment 1 – ARPA Subgroup Report – Mentoring Mindset

cc: County Executive David Crowley
Sup. Liz Sumner, Chair, Finance Committee
Sup. Shawn Rolland, Chair, Health Equity, Human Needs, and Strategic Planning
Mary Jo Meyers, Chief of Staff, County Executive's Office
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County
Steve Cady, Research Director, Comptroller's Office
Pam Matthews, Fiscal & Management Analyst, DAS
Lottie Maxwell-Mitchell, Research & Policy Analyst, Comptroller's Office