

PEER MENTORING: A PROVEN PROCESS FOR SUCCESSFULLY TRANSITIONING INDIVIDUALS OUT OF INSTITUTIONS

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Outline



- Getting Started
- The Peer Mentor Training
- Hiring Peer Mentors
- Q&A
- Supporting Peer Mentors and Mentees
- Impact
- Q&A

*GETTING
STARTED*



How We Got Started

- Centers for Independent Living are required to provide the following services:
 - Independent Living Skills Training
 - Information and Referral
 - Institutional Transition and Diversion
 - ***Peer Counseling and Peer Support***
 - Systems and Individual Advocacy
 - Youth Transition Services

Key Actions

Find a Lead IL Peer Mentor to develop and teach the curriculum.

How to find the right person?

- Recommendations from others
- Someone with history with your center
- A current or former service recipient

Key Actions, cont.

Look for a disabled person who may have the following:

- Knowledge of disability rights history
- Advocacy skills
- Public speaking skills
- Excellent people skills
- Technology skills
- Good writing skills

Bonus:

- Youth Leadership

Someone you can *trust!*

*THE PEER
MENTOR
TRAINING*



Developing Your Peer Mentor Training

- What is the purpose of the program? Of the training?
 - **What are the objectives?**
- Why are you doing what you're doing?

Our Peer Mentor Training

Independent Living

The philosophy of *independent living* stems from **Ed Roberts**. Roberts was a disabled man with polio who fought for his right attend college at University of California, Berkeley (UC Berkeley) in the 1960's. Through advocacy, Roberts won the right to attend UC Berkeley. At UC Berkeley, he helped create the Rolling Quads, which was a group of disabled students attending UC Berkeley.

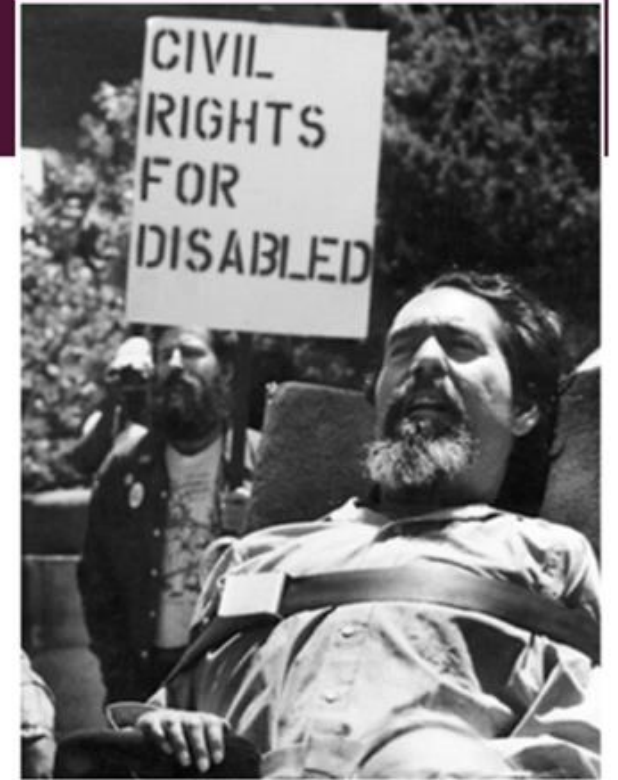


Ed Roberts with a sign behind him that says "CIVIL RIGHTS FOR DISABLED".

Our Peer Mentor Training

ED ROBERTS

- The philosophy of *independent living* stems from **Ed Roberts**
 - A disabled man
 - University of California, Berkeley in the 1960's
 - Rolling Quads
 - PDSP



VIDEO



Developing Your Peer Mentor Training, cont.

- Make sure you are inclusive!
- Are the materials:
 - Easy read?
 - Screen-reader accessible?
 - AAC-user friendly?
- Is the training:
 - Physically accessible?
 - Sensory accessible?
 - LGBTQ+ friendly?
 - Interactive?

Facilitating Your Peer Mentor Training

- Remember to have:
 - Both accessible and gender-neutral/all-gender bathroom
 - Accessible electronic versions of your training
 - Media release form
 - FUN

*HIRING
PEER
MENTORS*



Hiring Peer Mentors

- What to look for?
 - Professional skills
 - On time
 - Communicate well
 - Good understanding of IL, supported decision making
 - Different backgrounds/skill sets
 - LGBTQ+, black, white, different disabilities, etc.
 - Outspoken, quieter, different ways of engaging

*ANY
QUESTIONS?*



Reflection

- How can I use what I learned thus far back at home in my job?

*SUPPORTING
BOTH PEER
MENTORS AND
MENTEES*



How to Support Peer Mentors

- Weekly calls
- Access to different resources
- Ongoing training
- Interaction with other Peer Mentors
- Promote networking for Peer Mentors

How to Support Peer Mentees

- Treat the Mentee with respect
- Have the Peer Mentors get to know their Peer Mentees as *people*
 - *Listen* to them
- Regular contact and visitation
- Act as role models for how to advocate
- Work with the Mentee to accomplish their goals
 - Help them develop the skills to continue to live independently

IMPACT



Status Report

2018:

- Lead IL Peer hired
- Curriculum completed
- Five trainings
- First Peer Mentor hired and Mentees identified
- Plans developed for initial screening of candidates
- Expectations developed of Peer Mentors

Status Report, cont.

2019:

- Improved vetting process of candidates
- Establishment of roles and expectations
- Collaboration established with agency departments, which resulted in increased referrals
- September 2019: Lead IL Peer Mentor is Full Time and one per diem Peer Mentor. 2 more potential applicants
- As of today: 10 participants have been seen by an IL Peer Mentor
 - 8 of those are active participants

Future Plans

- Second level of training
- More mentees
- Outreach and partnerships
- Collect data
- More collaboration and cooperation across CILs that have a peer mentoring program

Testimonials

- “[CDR staff] care more for me than my own family. [They] are the only ones that really visit me and express concern for me.”
- “[CDR staff] literally broke me out of jail and [they] are like my family.”

THANK YOU!

Any thoughts?

Questions?

Concerns?

Things that we missed?