



CB Mentor Description

As a CB mentor, you will be matched one-on-one with a high school-aged participant in our program for one academic year with the option to extend. Through a closely formed relationship, your time and support can help empower your mentee to be a successful student, an engaged community member, and a confident leader. In return, we hope you gain personal fulfillment as a contributor to the community and the future generation of female leaders.

You will join a network of female mentor professionals in the DMV area and have access to ongoing positive youth development training, community building, and support from CB Mentor Program staff.

In 1997, Community Bridges (CB) was founded with the vision for an inclusive community where each person is valued and has abundant opportunities to improve themselves and the world around them. The CB Mentor Program continues this quest with the aim for mentors, mentees, staff, and organizational practices to promote accessibility, cultural humility, and more equitable distribution of resources. We acknowledge the historical exclusion of marginalized groups, particularly Women, People of Color, Indigenous people, gender expansive individuals, and people with learning differences. Thus, all members of the Mentor Program are asked to:

- Approach situations with an open mind that is respectful of differences,
- Communicate openly and honestly, acknowledging and honoring the individual and their experiences, and
- Work to create opportunities for all individuals to express their passions and take actions that create momentum and a sense of ownership for the future.

This year, Community Bridges served 464 students in grades 4-12. 96% of our students are first-generation with 44% of families identifying as Hispanic and 42% as Black or African. The most reported languages spoken at home are Spanish, Amharic, and French. Ideal mentors are young professionals and leaders who have experience and are comfortable working within these communities. We are looking for mentors to have critical conversations with their mentees surrounding topics, but not limited to, social injustice, racism, and healthy relationships. We value a diversity of experience, personality, background, and interests. Please consider applying to bring your strengths to our girls!

Mentor Role

- Support a CB girl through an ongoing, one-on-one relationship
- Serve as a positive female role model and life coach
- Build the relationship by communicating once a week
- Schedule a once a month get together with your mentee
- Attend a CB-organized social event or community service opportunity
- Organize an independent outing based on mutual interests and curiosities
- Attend Youth Development Trainings and/or Conferences
- Be tolerant and respectful of individual differences
- Be willing to have critical conversations with your mentee utilizing the CB Mentor Guidebook
- Work toward supporting and accomplishing your mentee's life goals



Time Commitment

- Make a one school year commitment to the program from September to June (a successful relationship may continue into the following program year)
- Attend monthly CB Mentor Program events with mentee
- Attend mandatory mentor orientation and training
- Attend mandatory mentor/mentee meet and greet
- Minimum hours spent in person and in communication by text, email, and phone should total 4-8 hours

Participation Requirements

- Be at least 21 years old and female
- Reside or work locally
- Be interested in working with young women of color
- Be willing to adhere to all program policies and procedures
- Be willing to complete the application and background screening process
- Be dependable and consistent in meeting the time commitments
- Be willing to communicate regularly with program staff, submit monthly reports and receive constructive feedback regarding mentoring activities
- Have access to reliable transportation

Desirable Qualities

- Active listener
- Encouraging and supportive
- Patient and flexible
- Open-minded
- Curious
- Creative problem solver
- Initiator

Application and Screening Process

- Online application
- Driving record check
- Criminal background check
- Phone and in-person/Zoom interviews
- Provide references
- Attend the CB orientation and mentor training session

For more information, contact the Community Bridges Mentor Program Manager, Shelley Sams at ssams@communitybridges-md.org.