



## White Paper on *Mentoring as a Disability Inclusion Strategy*



*Photo of Michelle Sherbondy, a deaf team member at the TARGET Center, mentoring a local high school student at USDA Disability Mentoring Day.*

### Summary:

The idea for this White Paper came from participants in a national Disability Mentoring Roundtable, held in Washington DC in January 2017. It is intended to provide background on the practice and impact of disability mentoring, the policies that support it, and a Call to Action to expand the field. The White Paper also covers the history of disability mentoring and profiles the National Disability Mentoring Coalition (NDMC). Content is divided into the following sections:

- Current State of Disability Mentoring
- Impact of Disability Mentoring
- Policy Agenda
- Call to Action
- Appendices
  - History of Disability Mentoring
  - NDMC Mission & Core Activities
  - NDMC Accomplishments
  - Mentoring Roundtable Participant List
  - NDMC Members & Sponsors

Based on the collective experience of NDMC Members, we believe that disability inclusion is furthered in our communities by sharing lived experience. Mentoring is one of the most effective channels for such sharing, and it substantially benefits both the mentee and mentor.

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[www.disabilitymentors.org](http://www.disabilitymentors.org)

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## Foreword

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According to [MENTOR: The National Mentoring Partnership](#), the tough reality is that only one of three youth in the United States currently has a mentor<sup>1</sup>. The statistics for youth with disabilities is even lower, based on research and reports from several leading disability inclusion programs, including [DO-IT](#) (Disabilities, Opportunities, Internetworking, and Technology) at the University of Washington<sup>2</sup> and [Partners for Youth with Disabilities](#)<sup>3</sup>. The **National Disability Mentoring Coalition** (NDMC) was created to address this critical gap. Our Members represent organizations from across the country that serve youth and adults with and without disabilities in a variety of mentoring approaches. But we all share the belief that EVERYONE should have – and be – a mentor.

Toward this goal, the NDMC and its Members promote the importance of **disability mentoring**, which spans a variety of mentoring models and relationships. The models include professional and personal mentors, with and without disabilities, working together to empower youth and adults with disabilities as leaders in disability rights, self-advocacy, community inclusion, education, transition, and career planning. One of the most effective models is peer mentoring, in which individuals help guide their peers through offering encouragement, life lessons, social connections, and referrals to resources. In all forms of mentoring, mentors work with their mentees to achieve agreed-upon objectives.

This White Paper is intended to provide background on the disability mentoring movement and the NDMC, to highlight the lessons we have learned and policies that we advocate, and to issue a Call to Action to expand the reach and impact of inclusive mentoring. It is our hope that others in the mentoring and disability communities - and beyond - will learn from these lessons and heed the Call to Action. Youth and adults with disabilities will be the direct beneficiaries of what we learn and do.

Our thanks to our NDMC Members and partners, and specifically to the authors and reviewers of this paper:

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<sup>1</sup> Bruce, M., & Bridgeland, J. (2014). The mentoring effect: Young people's perspectives on the outcomes and availability of mentoring. Washington, DC: Civic Enterprises with Hart Research Associates for MENTOR: The National Mentoring Partnership. Retrieved from <http://www.mentoring.org/program-resources/mentor-resources-and-publications/the-mentoring-effect>

<sup>2</sup> Burgstahler, S., & Cronheim, D. (2001). Supporting peer-peer and mentor-protege relationships on the internet. *Journal of Research on Technology in Education*, 34(1), 59-74. <http://dx.doi.org/10.1080/15391523.2001.10782334> or <http://staff.washington.edu/sherylb/jrte.01.html>

<sup>3</sup> Thomas, G. C., Nicastro, S., & Slowinski, L. (n.d.). *Expanding Access and Inclusion for Youth with Disabilities: An Inclusion Guide for America's Youth Programs*. Boston, MA: Partners for Youth with Disabilities. Retrieved from <https://www.pyd.org/editor/images/Inclusion-Guide.pdf>. Alternative text: <http://www.pyd.org/editor/images/Inclusion-Guide.doc>

## NDMC White Paper: Mentoring as a Disability Inclusion Strategy

- Kim Elmore, DREAM Coordinator, National Center for College Students with Disabilities
- Sara Fernandez, Confidential Assistant to Commissioner Feldblum, Equal Employment Opportunity Commission
- Kings Floyd, Youth Transition Fellow 2016, National Council on Independent Living
- Keri Gray, Rising Leaders Mentoring Program, US Business Leadership Network
- Carolyn Jeppsen, Chief Executive Officer and Co-Founder, BroadFutures
- Judy Shanley, Assistant Vice President, Education & Youth Transition, Easterseals
- Genelle Thomas, Director of National Initiatives, Partners for Youth with Disabilities

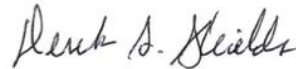
This White Paper identifies the gaps in disability mentoring, outlines a policy agenda, and issues a Call to Action that will help us move forward in developing mentoring pipelines. We look forward to working with you to expand inclusive mentoring experiences and to grow our learning community, nationally and internationally.

Mentor On!



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## The Current State of Disability Mentoring

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The idea for this White Paper was generated during a Mentoring Roundtable convened by the NDMC – *How Mentoring Helps Individuals with Disabilities Navigate Challenging Times* – on January 28, 2017, in Washington, DC. Prior to the meeting, a situational analysis was conducted and the conclusions were incorporated into the Roundtable discussion. The intergenerational (across generations and/or age categories) and intersectional<sup>4</sup> (across interacting social identities and/or systems of discrimination) Roundtable was led by three emerging disability leaders:

- Sara Fernandez, Confidential Assistant to Commissioner Feldblum, Equal Employment Opportunity Commission
- Kings Floyd, Youth Transition Fellow 2016, National Council on Independent Living
- Keri Gray, Director of Rising Leaders Initiatives, U.S. Business Leadership Network



*Photo of Mentoring Roundtable Leaders (Left to Right): Kings Floyd, Keri Gray, and Sara Fernandez.*

Participants included disability leaders of all ages and diverse backgrounds. Details of the participants are provided in Appendix 4 of this paper.

The group identified three categories of gaps in mentoring and developed suggestions for how to address them. The gaps and suggestions are provided below.

### Infrastructure

- Establish a common platform to store information about diverse mentoring programs that facilitates the ability of mentors and mentees to retrieve descriptive information about programs
- Improve accessibility and knowledge about mentoring programs, both how to gain access to mentors and how to become a mentor
- Improve diversity of available mentors

### Communication

- Amplify the intergenerational nature of mentoring programs to reach all ages in the disability community
- Ensure that information about mentoring programs is communicated in rural areas

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<sup>4</sup> A recommended “must-read” from [Disability Visibility Project](https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/): Why intersectionality can’t wait by Kimberlé Crenshaw (2015, September 24). *The Washington Post*. Retrieved from <https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/>

- Address language barriers and cross-cultural understanding that may exist within communities, including deaf and hard of hearing communities
- Explore traditional programs (face-to-face) versus online and modern mentoring models

### Competencies of Mentors

- Strengthen mentor training and professional support, with special emphasis on how to
  - Communicate information to mentees about expectations for the relationship
  - Identify the diverse roles that mentors can play at different stages of life
  - Enhance skills in intergenerational and intersectional topics
  - Include **critical mentoring**, a re-imagined approach to mentoring that is youth-centric and requires work that is participatory, emancipatory and transformative, a competency the Coalition has added since the Roundtable<sup>5</sup>
- Increase focus on mentor skills related to differences across disabilities, non-apparent disabilities, and disabilities acquired later in life

Based on the Roundtable discussion, along with the situational analysis conducted in advance, NDMC Members developed the following set of action steps for the Coalition and its partners:

- Create a mentoring pipeline/portal for youth and young adults
- Define “quality mentoring” for people with disabilities and develop training materials and resources
- Explore funding strategies to strengthen mentoring practices and information exchange
- Draft a **White Paper** summarizing the Mentoring Roundtable and conclusions

To learn more about NDMC’s goals and way forward, please visit [www.disabilitymentors.org](http://www.disabilitymentors.org) and read our strategic plan and logic model (as depicted below).

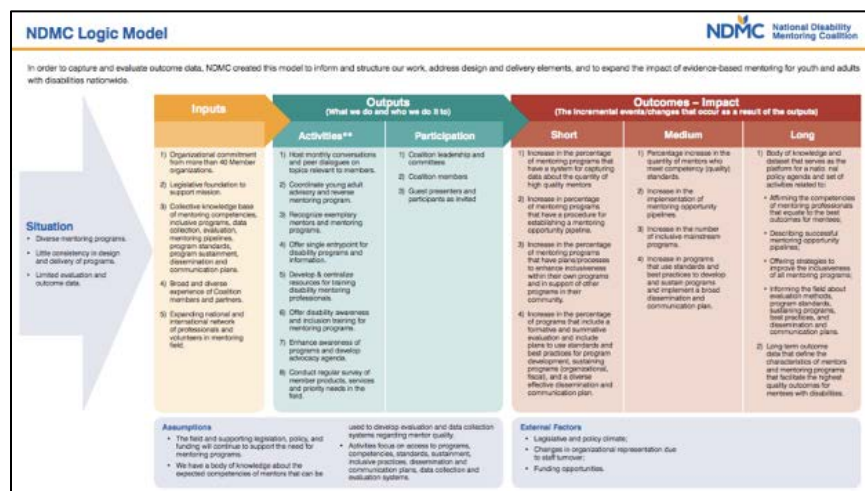


Image of NDMC Logic Model

<sup>5</sup> Weiston-Serdan, T. (2017). *Critical Mentoring: A Practical Guide*. Sterling, VA: Stylus Publishing.

## Impact of Mentoring for Youth and Adults with Disabilities

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The importance of mentoring for individuals with disabilities was demonstrated in an article in the *Journal of Rehabilitation*<sup>6</sup>; twenty-two individuals reported role models, parental messages and mentors significantly improved their ability to obtain and sustain employment. Specifically, the report highlighted the following:

- **The influence of mentors.** Although the family was the most commonly cited influence on employment for the participants, professionals such as college professors, service providers, and employed individuals with disabilities – including benefits planners and community leaders – were also commonly mentioned.
- **The power of mentors with disabilities.** The participants in this study were driven to be self-sufficient through the influence, motivation and modeling of other successful people who have disabilities. The mentoring relationship took many forms, from one of general exposure to people with similar disabilities, to a support group, to a close individual friendship. Regardless of the form of mentoring, the effect on the participants was cited as a major factor in their successful transition to work.
- **Support of peers.** Many of the participants attributed their drive and success to the mentors they had in their lives, including peer mentors. In some cases, peer mentoring developed within a support group of individuals with similar disabilities.

A recent systematic review of the impact of mentorship interventions, published in *Disability and Rehabilitation*<sup>7</sup>, found that mentorship programs have the potential to help youth with disabilities to transition to post-secondary education or employment. The research identified that components of effective mentorship programs included that they were structured, delivered in group-based or mixed formats, and at least six months in duration.

Regarding career mentoring, research highlights the importance of mentors for youth who are blind or visually impaired as they transition to employment. As noted in the American Foundation for the Blind's *Journal of Visual Impairment & Blindness*:

(C)areer mentors may provide critical experiences for transitional youths with visual impairments by serving as models of success, providing encouragement and expert advice, as well as assisting in the development of self-efficacy, career adaptability, and assertiveness. Research indicates that youths with visual impairments who worked with mentors achieved significant increases in career decision-making efficacy and hope for the future. (O'Mally, J., & Antonelli, K., 2016, p. 295)

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<sup>6</sup> Olney, M. F., Compton, C., Tucker, M., Emery-Flores, D., & Zuniga, R. (2014). It takes a village: Influences on former SSI/DI beneficiaries who transition to employment. *Journal of Rehabilitation*, 80(4), 28-41. Retrieved from <https://search.ebscohost.com/login.aspx?direct=true&db=a9h&AN=99700389&site=ehost-live>

<sup>7</sup> Lindsay, S., Hartman, L. R., & Fellin, M. (2015). A systematic review of mentorship programs to facilitate transition to post-secondary education and employment for youth and young adults with disabilities. *Disability and Rehabilitation*, 38(14), 1329-49. <http://dx.doi.org/10.3109/09638288.2015.1092174>

More research is needed to document the impact of mentorship programs for youth with disabilities. The NDMC network will work to promote and build upon research into what works in disability mentoring, and to support the expansion of evidence-based disability mentoring models and programs.

## Disability Mentoring Policy Agenda

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Based on the demonstrated positive impact of mentoring on the lives of individuals with disabilities and reinforced by Roundtable participants, NDMC members identified a set of challenges faced by disability mentoring organizations serving professionals, mentors, and youth. To address these specific challenges, six new NDMC policy objectives were created as summarized in the table below.

**NDMC Disability Mentoring Policy Agenda**

<b>Focus</b>	<b>Challenge</b>	<b>Policy Objective</b>
Investment	Mentoring is considered as secondary or ancillary to other program goals.	Recognize and invest in mentoring as a fundamental component of transition, employment, re-entry, and independent living programs.
Volunteers	There is not a sufficient inventory of trained volunteers to mentor individuals with disabilities.	Leverage current federal and state programs to identify, train and support volunteers to join the NDMC mentor corps.
Inclusion	Mainstream programs are not consistently accessible for individuals with disabilities to have successful experiences as mentees or mentors.	Provide technical assistance to mainstream mentoring programs to increase access and engagement for more individuals with disabilities.
Research	Very little data has been collected and analyzed about what makes mentoring effective and how it impacts people with disabilities at various stages of the life cycle.	Support more research – at universities and in the nonprofit sector – about mentoring practices and impact.
Youth-Led	Youth are often not involved in the design of the very programming they receive and often it is not representational of how youth self-identify.	Integrate youth-led models into mentoring planning, including support for critical mentoring and intersectionality, and boost the positive effects of reverse mentoring <sup>8</sup> .
Training	Disability mentoring professionals need guidance on funding strategies and program evaluation.	Provide training to mentoring professionals to improve competencies, develop resources, and deepen program impact.

NDMC calls on federal, state and local governments, along with service providers and employers, to support these policies as part of a nationwide agenda to improve the inclusion of youth and adults with disabilities in all aspects of community living – including education, employment, recreation, and transportation.

<sup>8</sup> Employer Assistance and Resource Network on Disability Inclusion (EARN). (n.d.). Workplace Mentoring Primer, 17, 33. Retrieved from <http://www.askearn.org/wp-content/uploads/docs/wmp.pdf>



## Call to Action

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The time has come for mentoring to be leveraged more fully and more collaboratively as a disability inclusion strategy. If you or your organization wants to help improve disability inclusion through mentoring, here are eight ways to access and expand resources and opportunities mentioned in the White Paper:

1. Become a mentor. More than anything, we need more people serving as role models and mentors. Either join a formal program or informally mentor individuals as appropriate.
2. Partner with a disability mentoring program. Find an [NDMC Member Program](#) in your community and work with them to expand mentoring to more individuals with disabilities.
3. Develop a mentoring culture to improve disability inclusion. Look for opportunities to embed mentoring in your organization. Support and highlight mentoring and the NDMC through your communication channels.
4. For organizations and programs that include mentoring of youth with disabilities, add your information to the [Mentoring Connector](#), the national database of mentoring programs.
5. Support the Disability Mentoring Policy Agenda through advocacy and awareness activities.
6. Read the [NDMC Strategic Plan for 2017-2018](#) to more fully understand the Coalition's goals and priority actions.
7. Join or support a national disability organization or local chapter that encourages mentoring, such as the [National Council on Independent Living](#), [American Association of People with Disabilities](#) or [National Disability Rights Network](#).
8. Join the National Disability Mentoring Coalition! [Apply](#) to work with us on expanding mentoring opportunities to youth and adults with disabilities, follow us on [Twitter @DisMentors](#), join our [LinkedIn Group](#), or write a guest blog for our [DisabilityMentors publication](#) on Medium.

## Appendix 1: History of Disability Mentoring

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Mentorship has existed for centuries – the first mention was by Homer in the 8<sup>th</sup> century BC, when Odysseus put his trusted old friend Mentor in charge of his son and palace while Odysseus went off to war. Defined in the Oxford Dictionary as “an entrusted and experienced counselor,” the spirit of mentoring is captured by the great British Prime Minister Benjamin Disraeli as “the greatest good you can do for another is not just to share your riches, but to reveal to him his own.”

Informal mentoring in various forms has a long history, most traditionally occurring within families, religious circles, and vocational associations. But formal mentoring – including mentor training, structured mentor-mentee relationships, and some type of tracking and evaluation – is relatively recent. Nonprofits, such as Big Brothers Big Sisters, that promoted one-on-one mentoring were founded in the early 1900s. The mentoring movement took a big leap forward in 1999 with the launch of MENTOR: The National Mentoring Partnership, whose mission was to help connect youth with trained mentors. MENTOR and other organizations across the country spurred much of the growth in the mentoring movement in following years. Initiatives at the state and local levels also emerged.

The first federal government investment in mentoring youth with disabilities took place in October 1999, when the White House inaugurated national Disability Mentoring Day (DMD). Created to bring greater awareness and national attention to employment opportunities for people with disabilities, DMD gives students and recent graduates with disabilities the opportunity to visit a business or government agency to learn about a career of their choice and to experience the workplace environment for a day. The [American Association of People with Disabilities](#) (AAPD), with support from the U.S. Department of Labor, [Office of Disability Employment Policy](#) (ODEP), took over administration of DMD in 2001, and built it into a program that serves thousands of young people across the country.

ODEP funded a multi-year Intermediary Grant for Mentoring Youth with Disabilities in 2003 to Partners for Youth with Disabilities (PYD) in Boston, Access Living in Chicago, and four other non-profits across the country. The grant was intended to build the capacity of small faith-based and community organizations (FBCOs) to provide effective mentoring services to young people with disabilities through the use of intermediary organizations. The overall goal was to improve employment outcomes through mentoring. PYD’s role as one of the intermediaries was to assist the FBCOs in establishing, building, and sustaining mentoring programs through technical assistance and partnership facilitation.

During the first year of the project, PYD created the National Disability Mentoring Council, which eventually grew to include 40 members from across the country representing program providers, funders, business leaders, and government. The Council discussed and provided input into all aspects of the project, including funding, DMD, National Mentoring Month, best practices, and mentee safety. It also was a space to share best practices, review new research, and welcome guest experts.

In September 2005, PYD published a mentoring guide, titled [Aspire, Achieve, Empower – Best](#)

[Practices for Youth with Disabilities](#). Resources for this guide came from the ODEP grant, along with grants from the U.S. Department of Commerce Technology Opportunity Program, the [Mitsubishi Electric America Foundation \(MEAF\)](#), and other regional and national funders. The guide contained step-by-step instructions for implementing a mentoring program along with best practices, models, evaluation techniques, and resources. The guide was disseminated to over 1,000 individuals electronically and in print.

In September 2006, PYD hosted the first National Conference on Mentoring for Youth with Disabilities in Boston, MA. Over 260 individuals attended the conference, including representatives from government, community organizations, faith-based organizations, youth with disabilities, and parents. Following the conference, a White Paper was published that documented the discussions, highlighting issues related to inclusive mentoring and summarizing the implications for transition to employment. Entitled *Aspire, Achieve, Empower: Important Steps for the Inclusion of Youth with Disabilities in America's Mentoring Programs*, the paper was disseminated electronically to more than 200 organizations, government representatives, and members of the National Disability Mentoring Council.

The White Paper focused on four specific needs:

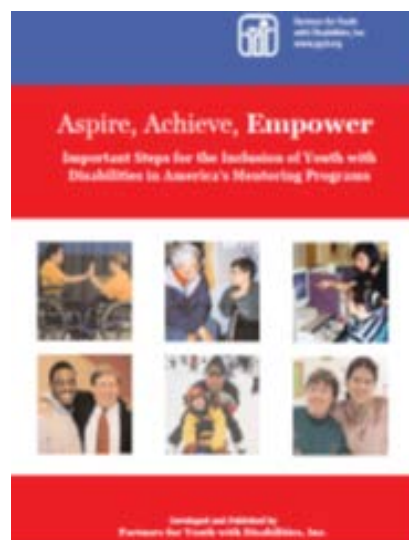
- 1) Best Practices and Safety
- 2) Communication and Collaboration
- 3) Funding and Sustainability
- 4) Research and Technology

When the ODEP grant ended in 2007, the Council suspended operations. Yet the needs identified by the Council and its collaborators remained. And they continue to be relevant to the mentoring field to this day.

The time period between 2007 and the founding of the National Disability Mentoring Coalition (NDMC) in 2014 was challenging for the non-profit sector. The nation's financial crisis meant that many non-profits, including those in the mentoring and disability fields, were focused on fiscal survival with diminishing funds. Many programs and collaborative projects were put on hold or cancelled. Work in the mentoring field continued to progress, but often in isolation.

### National Disability Mentoring Coalition

It was this fragmented mentoring field that gave rise to the idea of forming a coalition, with the legacy of disability mentoring champion [Susan Daniels](#) as the motivating force. Two of Susan's mentees began to meet with the leaders of disability organizations, including PYD, AAPD, the [US Business Leadership Network](#), [National Council on Independent Living](#), and the CEO of the [MENTOR: The National Mentoring Partnership](#), to move the idea forward. The goal was to pick up where the 2006 Mentoring Conference had left off and rebuild a network of mentoring advocates and professionals to advance the goals of disability and inclusive mentoring.



Picture of "Aspire. Achieve. Empower." White Paper cover from 2006.

In 2011, [PolicyWorks, Inc.](#), a non-profit organization whose mission is to develop and apply innovative practices to make policy work for people with disabilities, expanded its support for mentoring through the [Susan Daniels Mentorship Fund](#) and in peer-to-peer mentoring programs. The Mentorship Fund was established to carry on Susan Daniels' legacy as a passionate advocate for helping youth and young adults with disabilities connect to meaningful careers. The Fund spotlighted and supported mentoring programs that enable young people with disabilities to become productive, independent citizens.

In 2012, PolicyWorks conducted a national environmental scan of disability mentoring programs to identify promising practices in helping youth and young adults to transition to meaningful careers. PolicyWorks awarded a seed grant from the fund to PYD to launch [Campus, Career, Connect \(C3\)](#), a campus-based eMentoring program.

Building on this relationship, PolicyWorks board members met with representatives from PYD and the USBLN. The idea of forming a coalition focused on disability mentoring began to take shape. The idea was embraced by other organizations and culminated in the formal establishment of the National Disability Mentoring Coalition in December 2014.

## Appendix 2: NDMC Mission and Core Activities

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The mission of the NDMC is to increase the awareness, quality and impact of mentoring for individuals with disabilities nationwide. Members provide or support a variety of mentoring programs and models with a wide range of objectives: from community mentoring programs focusing on academic achievement and school-to-work transition, to peer mentoring on college campuses aimed at facilitating social integration and networking, to employment-focused mentoring on job search, workplace readiness and career success.

In the world of work, mentoring can be an essential connector that enables youth and young adults to explore professional fields and learn about job-seeking strategies. According to an issue brief<sup>9</sup> published by MENTOR: The National Mentoring Partnership, mentors enhance the employability of youth in two key ways: providing guidance to address professional and personal challenges and strengthening career readiness skills. These are important for all young people, but even more so for youth with disabilities who face additional barriers to entering — and remaining in — the workforce.

The Coalition's work falls into four main categories:

- **Connections.** Creating a network of professionals and volunteers to expand mentoring opportunities
- **Resources.** Providing training, technical assistance, and a referral network
- **Inclusion.** Facilitating mentoring opportunities for people of all backgrounds and abilities
- **Recognition.** Honoring excellence in mentoring through the Susan M. Daniels Hall of Fame

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<sup>9</sup> Mentoring: A critical support strategy for youth career engagement and workforce development. (n.d.). Root Cause for MENTOR: The National Mentoring Partnership. Retrieved from <http://www.mentoring.org/new-site/wp-content/uploads/2015/09/Career.pdf>

## Appendix 3: NDMC Accomplishments

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Below are some of the NDMC's accomplishments, made possible through Member support, seed funding from PolicyWorks and MEAF, and collaboration with outside partners:

- Held monthly member meetings since December 2014 focused on information exchange, collaborative projects, and research findings. The meetings have also included guest speakers, including Margo Izzo, Ph.D, and LeDerick Horne speaking about their book *Students with Hidden Disabilities*, Sally Lindsay, Ph.D., from the Bloorview Research Institute's TRAIL Lab discussing mentoring program impact research, and Torie Weiston-Serdan, Ph.D., of the [Youth Mentoring Action Network](#), on her book *Critical Mentoring*.
- Established the [Susan M. Daniels Disability Mentoring Hall of Fame](#), honoring one of the disability community's most admired leaders whose passion was to connect young people with disabilities to meaningful careers through mentoring. The call for nominations to recognize exemplary mentors and mentoring programs is conducted annually, with new inductees announced and inductions ceremonies conducted throughout the year.
- Launched [www.disabilitymentors.org](http://www.disabilitymentors.org), @DisMentors Twitter account, National Disability Mentoring Coalition LinkedIn Group and the [#DisabilityMentors publication](#) on Medium.
- Conducted national webinars and Twitter Chats with a variety of national and regional partners to elevate the importance of mentoring for youth and adults with disabilities. The #DisabilityMentors Twitter Chat was hosted by the [Campaign for Disability Employment](#) on January 12, 2017 to support National Mentoring Month.
 

*Picture of DisabilityMentors Twitter Chat advertisement on Jan 12, 2017.*
- Signed a Memorandum of Understanding with the US Department of Agriculture, affirming cooperation in opening employment opportunities in the USDA and throughout the Federal government through proactive recruiting and mentoring. In 2016, partnered with USDA on #InclusionWorks, an event to improve the use of mentoring to impact the hiring, placement and advancement of individuals with disabilities at USDA and other federal agencies. NDMC partnered with USDA to create a Mentoring Toolkit that is ready to launch to support Fiscal Year 2018 mentoring activities.
- Provided workshops for Lights! Camera! Access! 2.0 Disability in Media Summits and Webinars to help increase representation of people with disabilities in front of and behind the camera. NDMC representatives provided workshops on networking and mentoring for the participants and continue to partner with the collaborative to develop a national mentoring opportunity pipeline to positively impact disability inclusion in the film, television, media, advertising and interactive sectors.

- Partnered with Youth Organizing! Disability and Proud (YO!) to support Ed Roberts Day, January 23, 2017. The collaboration included the production of [Mentoring for Change Toolkit](#), supporting a national youth Twitter Chat on mentoring using #MyMentorEd and a [Blog](#) by YO! Youth Organizer, Yolanda Vargas.
- Convened a Mentoring Roundtable in January 2017 with intergenerational and intersectional participants to identify gaps in the mentoring field and strategies to address them.
- Partnered with MENTOR: The National Mentoring Partnership in promoting inclusive mentoring and advancing the mentor policy agenda, including participation in the annual National Mentoring Summit, Capitol Hill Days and policy steering committee. NDMC has consistently supported MENTOR's advocacy for increased funding and passage of the Child Protection Improvements Act and the Mentoring-to-Succeed Act.
- NDMC Members have worked together on proposals, resulting in substantial grants from the Office of Juvenile Justice and Delinquency Prevention, the Mitsubishi Electric America Foundation, and the Coca-Cola Foundation to name a few.



*Picture of Ed Roberts Day poster "Mentoring for Change" from January 23, 2017.*

## Appendix 4: Mentoring Roundtable

On January 31, 2017, NDMC hosted a Mentoring Roundtable in Washington, DC. This intergenerational and intersectional discussion led by three rising disability leaders provided the foundation for this *White Paper on Mentoring as a Disability Inclusion Strategy*. The participants are listed below.

Member	Organization
Subs Acharya	Project Starfish
Jeanne Argoff	Consultant
Rayna Aylward	Consultant
Zach Baldwin	AAPD
Reid Caplan	ASAN
Tanisha Clarke	AUCD
Sara Fernandez	EEOC
Kings Floyd	NCIL YTF
Bob Goldstraw	FEMA consultation
Keri Gray	USBLN
Carolyn Jeppsen	BroadFutures
Marie Strahan	Consultant
Genelle Thomas	PYD
Jessica Queener	NYTC
Judy Shanley	Easterseals
Derek Shields	ForwardWorks
Laureen Summers	AAAS
Kevin Webb	MEAF



*Picture of David Shapiro, CEO of MENTOR: The National Mentoring Partnership, welcoming participants to the Roundtable and the National Mentoring Summit.*

Guest	Organization
Dara Baldwin	NRDN
Ollie Cantos	Department of Education
Lawrence Carter-Long	NCD
Rebecca Cokley	NCD
Heyab Berhan	DC CIL
Richard Davis	ODEP
Alex Grishpun	
Lori Golden	EY
Claudia Gordon	OFCCP
Judith Heumann	Disability Rights Activist
Anupa Iyer	EEOC
I King Jordan	Former President, Gallaudet University
Andraea LaVant	Girl Scouts Nation's Capital
Alison Levy	USDA
Ari Ne'eman	Co-founder, ASAN
Ola Ojewumi	GSA, Project ASCEND
Victoria Rodriguez-Roldan	National LGBTQ Task Force
Marcie Roth	Facilitator
Maria Town	ODEP
Taryn Williams	ODEP



## Appendix 5: NDMC Members & Sponsors

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NDMC was launched in December 2014 with 10 founding members. Membership has grown to 50 member organizations plus individual participants, as listed below. The asterisks designate NDMC founding members and the list represents Members as of September 2017.

1. [Alpha One](#)
2. [American Association for the Advancement of Science](#)
3. [American Association of People with Disabilities \(AAPD\)\\*](#)
4. [Association of University Centers on Disabilities \(AUCD\)](#)
5. [Autistic Self Advocacy Network \(ASAN\)](#)
6. [Bloorview Research Institute, TRansition And Inclusive environments Lab \(TRAIL\)](#)
7. [BroadFutures](#)
8. [Career Opportunities for Students with Disabilities \(COSD\)](#)
9. [Christopher & Dana Reeve Foundation\\*](#)
10. [City of Pittsburgh](#)
11. [Cornell University](#)
12. [DAWN Center for Independent Living , Ready to Achieve Mentoring Program](#)
13. [Dinah F. Cohen Consulting, LLC](#)
14. [District of Columbia Public Schools](#)
15. [DO-IT \(Disabilities, Opportunities, Internetworking, and Technology\) Center, University of Washington](#)
16. [DREAM at the National Center for College Students with Disabilities](#)
17. [Easterseals](#)
18. [EightTen](#)
19. [EIN SOF Communications](#)
20. [Eye to Eye](#)
21. [Ferrellgas](#)
22. [Florida Atlantic University, Center for Autism and Related Disorders](#)
23. [ForwardWorks Consulting](#)
24. [Georgia Ready to Achieve Mentoring Program](#)
25. [Give Beauty Wings](#)
26. [Great Life Mentoring](#)
27. [Health & Disability Advocates](#)
28. [The HSC Foundation](#)
29. [The Heumann Perspective](#)
30. [Insignia Federal Group](#)
31. [Institute for Educational Leadership \(IEL\)\\*](#)
32. [Keep the Music Playing](#)
33. Marie Strahan, Disability Policy Consultant
34. [Massachusetts Commission for the Blind\\*](#)
35. [MENTOR: The National Mentoring Partnership \(MENTOR\)](#)
36. [Mitsubishi Electric America Foundation \(MEAF\)\\*](#)

37. [National Association of Councils on Developmental Disabilities \(NACDD\)](#)
38. [National Council on Independent Living \(NCIL\)\\*](#)
39. [NextBillion.Org](#)
40. [Partners for Youth with Disabilities \(PYD\)\\*](#)
41. [Pearson Education](#)
42. [PolicyWorks, Inc.\\*](#)
43. [Project SEARCH](#)
44. [Project Starfish](#)
45. [Royal Caribbean Cruises, Ltd.](#)
46. [Survive or Thrive](#)
47. [United States Business Leadership Network \(USBLN\)\\*](#)
48. [Vanderbilt University Next Steps Ambassadors Program](#)
49. [The Viscardi Center\\*](#)
50. [Work Without Limits, UMass Medical School](#)

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