

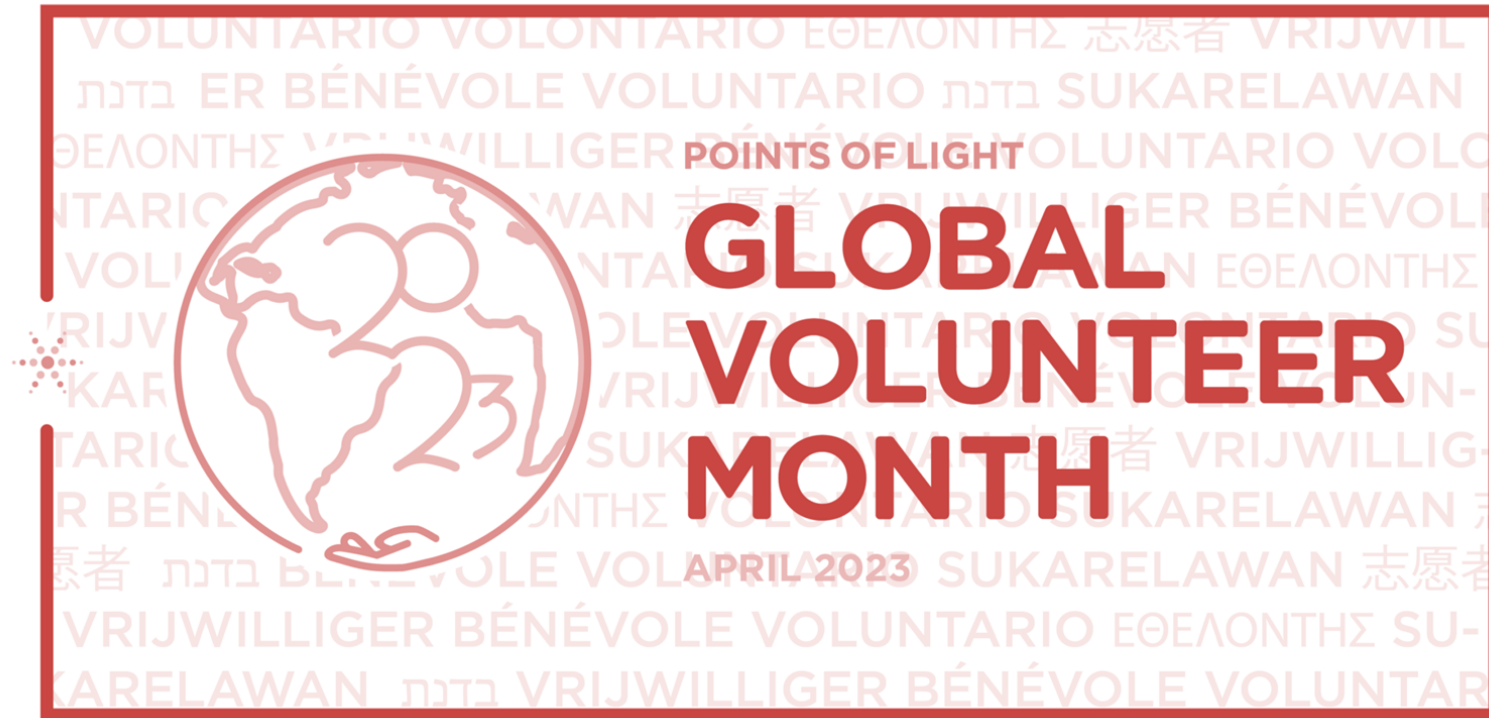
AARP Foundation Experience Corps Volunteer Workshop #4

AARP Foundation[®]
Experience Corps

April 2023



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Our Tutors and Volunteers Make a Difference

Mioshi Moses, Esq.

Vice President, Experience Corps
AARP Foundation



**We couldn't do
it without our
exceptional
volunteers!**

AAAD Volunteers



Watch and share at <https://youtu.be/rsnmQEgj4cI>

**Last year I didn't get better
at reading because I was by
myself, and now I have
more fun practicing with
someone.**

Kiarah Webb
Experience Corps Student



Schedule

1. Valuing and Maximizing Diversity in Mentoring Relationships
2. Volunteer Spotlights
3. Announcements
4. Closing Remarks

SECTION 1

Valuing and Maximizing Diversity in Mentoring Relationships

Valuing and Maximizing Diversity in Mentoring Relationships

Practicing Cultural Humility

Desireé Robertson

Director of Training and Product Design



MENTOR



Practicing Cultural Humility

Learning Frameworks for this Virtual Space

- Be open to learning.
- Intention does not equal impact.
- Speak your truth and don't apologize for it.
- Value the process and respect the outcome.
- Build on ideas, don't try to sell ideas.
- Engage tension, don't indulge drama.
- Make space, Take space.
- Be brave in dialogue.



Practicing Cultural Humility

Objectives

- We examine unconscious bias that can impact our actions and relationships.
- Equip you with some strategies to practice greater cultural humility



If they can learn to say Tchaikovsky
and Michelangelo and Dostoyevsky,
they can learn to say Uzoamaka.

Uzo Aduba

Practicing Cultural Humility

The Importance of Language

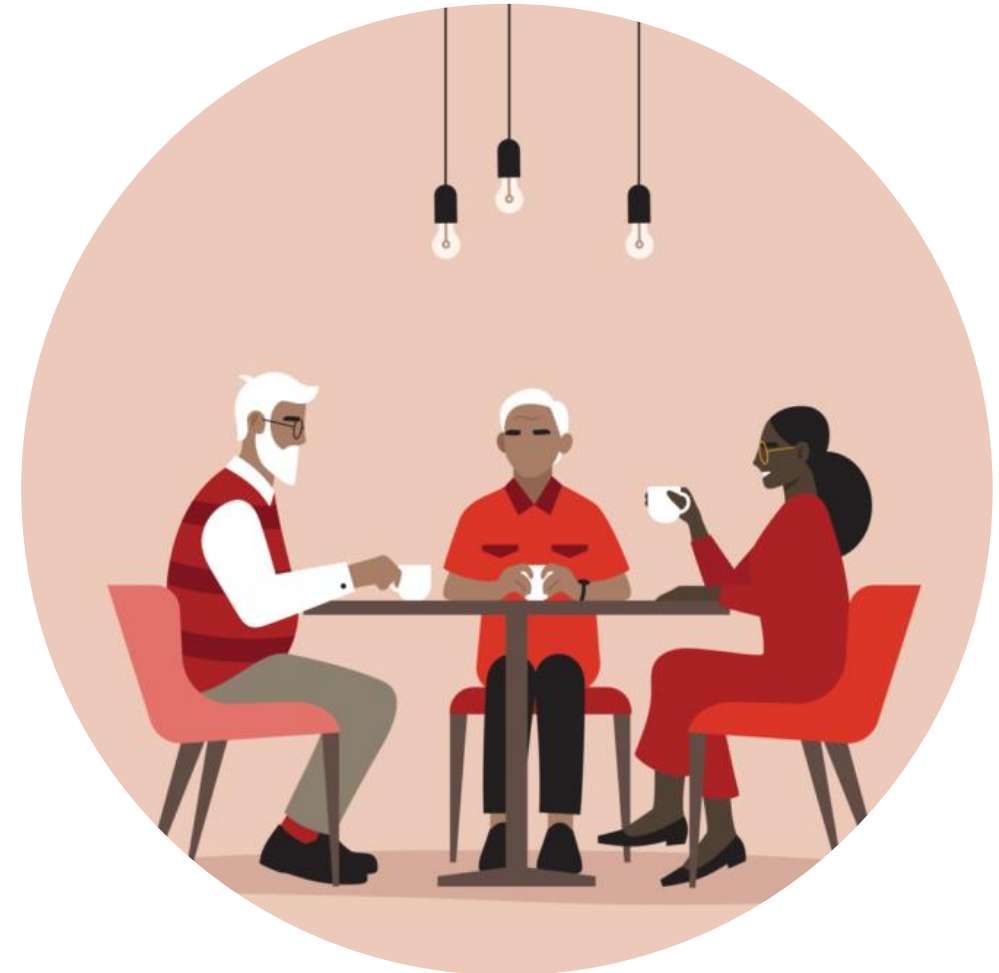
1. Self Reflection

2. Learning

- An ongoing process of learning about your mentee.
- Ask thoughtful questions
- Remain curious about your mentee's culture

3. Understanding the Power Differential Between You and Your Mentee

- Critiquing and reflecting on the power imbalance between you and your mentee.
- Adulthood



Practicing Cultural Humility

Cultural Humility in PRACTICE

- **Culture:**
 - A shared system of beliefs, values, and behaviors.
- **Cultural humility:**
 - An ongoing, lifelong process of self-reflection and learning about how social identity and experiences are shaped by systems of oppression, power, and privilege.
- **Social identity:**
 - As a person's sense of who they are based on their group membership, which can reflect physical, social, and mental characteristics (e.g., race, gender, class, ability, sexuality, religion), and can be self-claimed or ascribed by others.
- **Cultural Competence**
- **Color Blindness**



Practicing Cultural Humility

Reflection

Take a moment to think back to a time in which you might have received mentoring from someone...

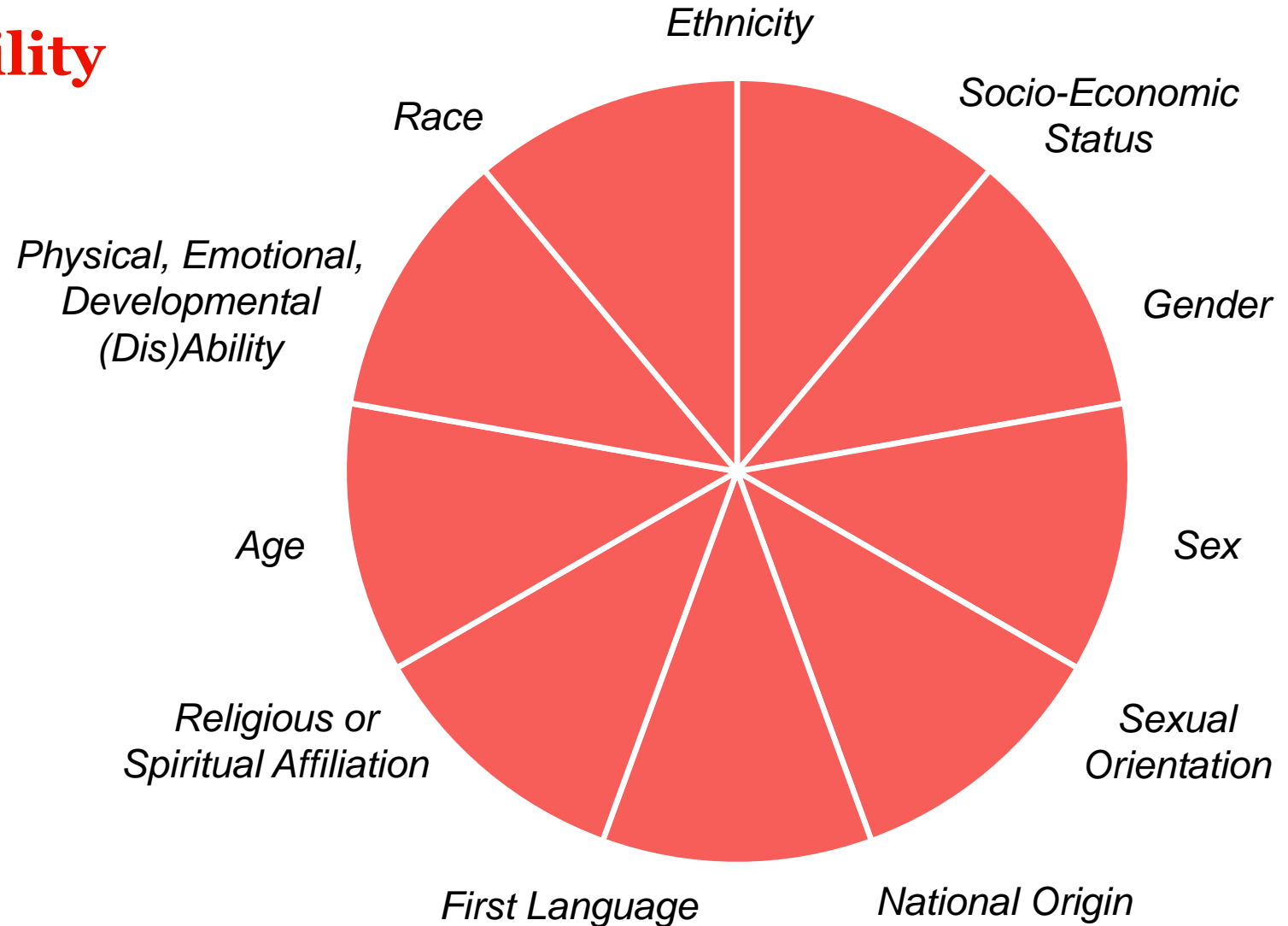
- **What did it look like?**
- **Who was it that mentored you?**
- **How were you connected to that individual?**
- **Was it Structured or Informal?**



Practicing Cultural Humility

Social Identity Wheel

- Identities you think about most often
- Identities you think about least often
- Your own identities you would like to know more about
- Identities that have the strongest effect on how you perceive yourself
- Identities that have the greatest effect on how others perceive you





Open Ended Questions

Practicing Cultural Humility

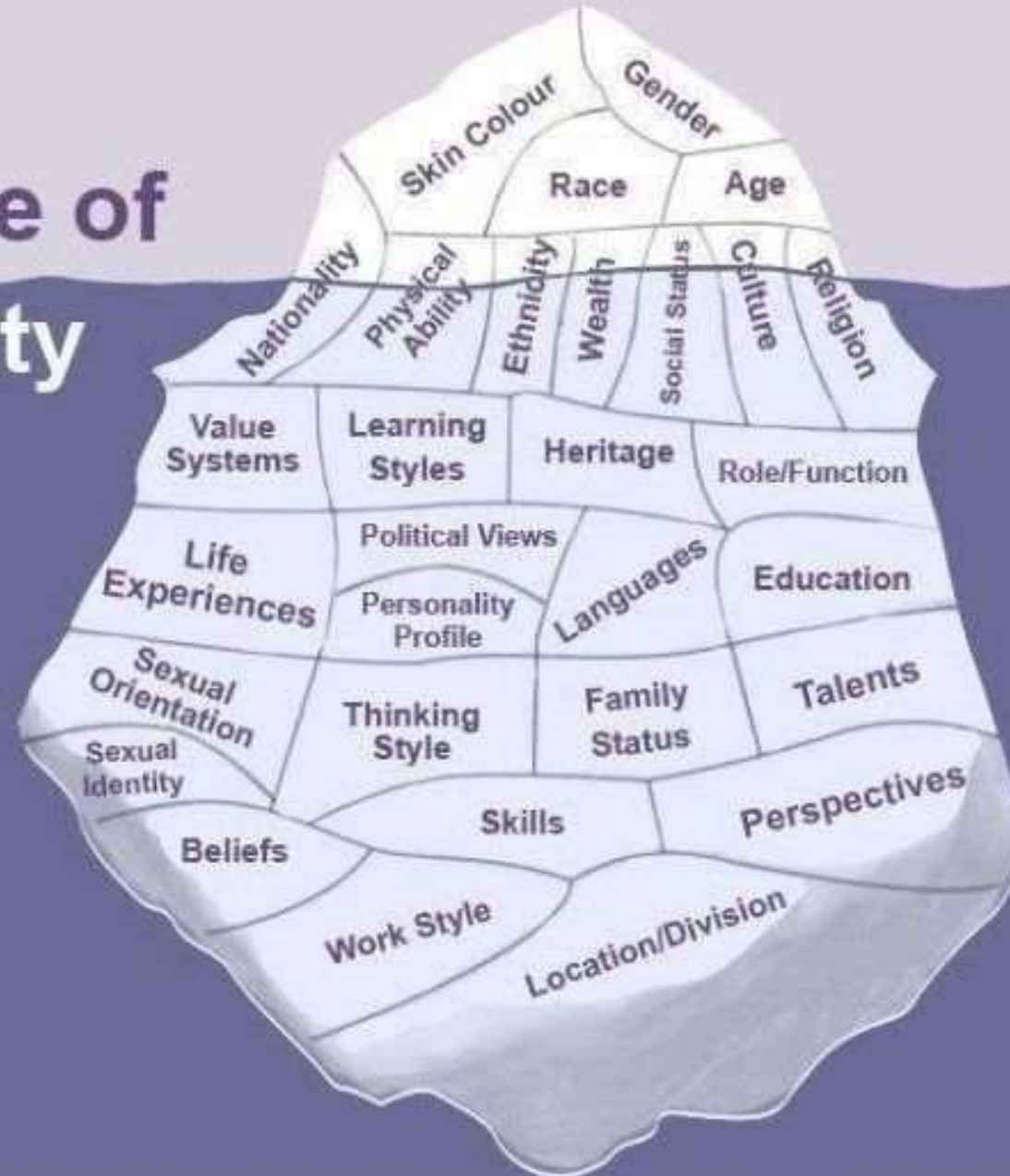
Great Questions to Ask

- What do you think?
- Why do you think that?
- How do you know this?
- What questions do you still have?
- Can you tell me more X?

“Successful people ask better questions. As a result, they get better answers.”

- Tony Robbins

Waterline of Visibility



Practicing Cultural Humility

A Few Final Tips

- DON'T JUDGE and BE PRESENT
- Take time to listen and get to know your mentee and gain their trust.
- Consider seeking other mentors or individuals who are also engaging in this lifelong process of cultural humility.
- Take steps to support their development of positive identities (e.g., racial/ ethnic identity, gender identity, sexual identity)
- Start slowly and don't be afraid to make a mistake but acknowledge that you did make one.



Q & A

**Desireé Robertson
& Libra Riley**



SECTION 2

Volunteer Spotlights

Carmyn Brown

**Experience Corps
Detroit**

1 Year of Service

**Cultural
Humility
Pro**



Eden Fisher

**Experience Corps
Greater New Haven**

5 Years of Service

**Cultural
Humility
Pro**



Dale Bauer

**Experience Corps
Buffalo**

6 Years of Service

**Cultural
Humility
Pro**

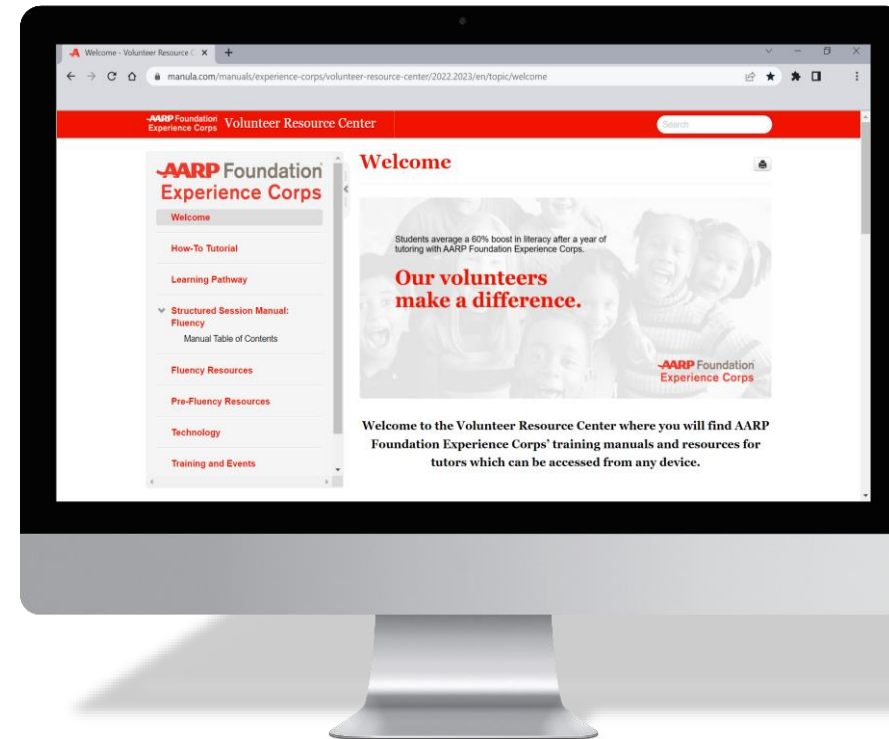


SECTION 3

Announcements

Today's Slides and Recording

Available on the Volunteer Resource Center later today!



<https://www.manula.com/manuals/experience-corps/volunteer-resource-center/>

2023 National Meeting

Registration Opens May 1

- **June 21-22**
- **Virtual Platform and Zoom**
- **Day 1:** Open to everyone! Please invite friends and future volunteers
- **Day 2:** Custom programming for our active EC volunteers
- **RSVP:** On the website or Volunteer Resource Center on May 1

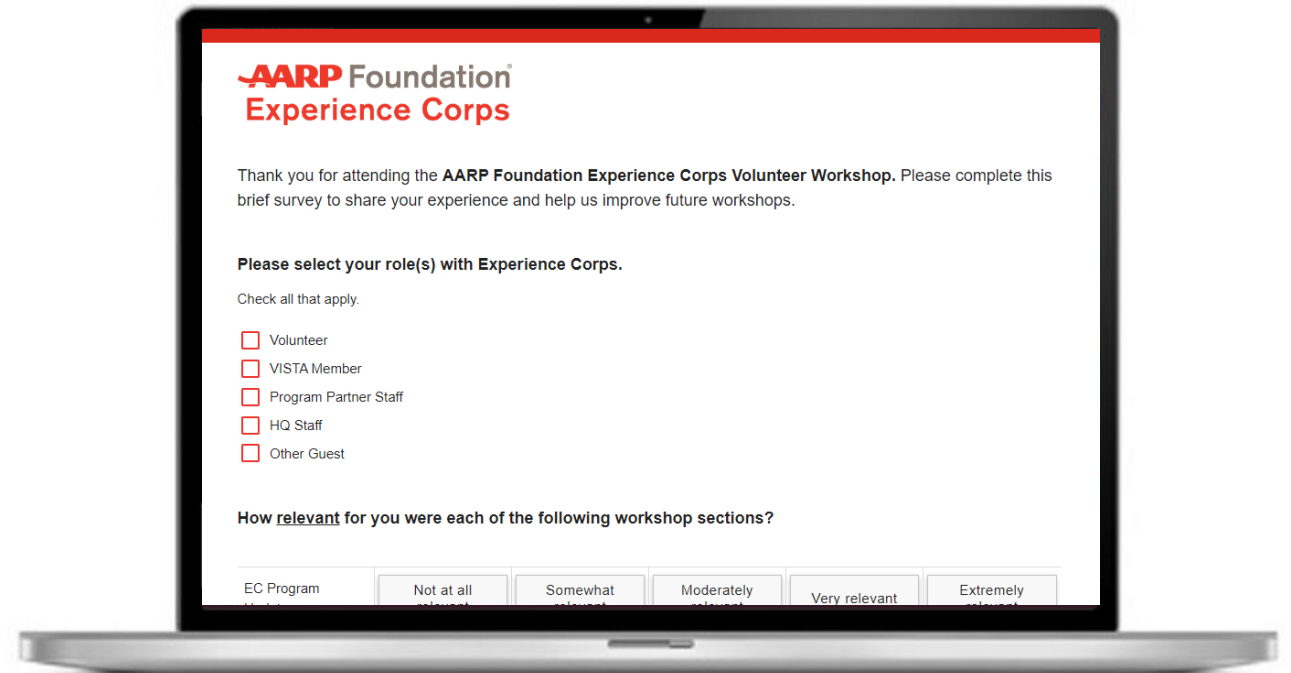


<https://www.aarp.org/experience-corps/national-meeting/>

Provide Input for National Meeting and Workshops

Registration Opens May 1

- **Series Begins:** October 19, 4pm ET/1pm PT
- **Format:** EC and AARP Updates, Volunteer Spotlights, and SME Presentation and Q&A
- **Topic:** Based on your feedback!



<https://survey.cmix.com/5ABA4EC1/19FTK32D/en-US>

Share With Your Networks

On Social Media and via Email

A AARP Celebrates National Volunteer Month

“I have a great feeling of happiness that comes from helping others each day.”


– Keira W.
AARP Foundation
Experience Corps
Volunteer,
AmeriCorps VISTA



A AARP Celebrates National Volunteer Month

“It’s a joy when I get to see my students realize that they can read well.”

– Linda F.
AARP Foundation
Experience Corps
Volunteer



AARP Foundation
For a future without senior poverty.

“I am so thankful for the tens of thousands of AARP Foundation volunteers who give their time and energy to help others, every day of the year.”

Claire Casey
AARP Foundation President

A

We couldn’t do it without our exceptional volunteers!

Thank You!

National Volunteer Month
#AARPVolunteer



SECTION 4

Closing Remarks

The students are so eager and excited when they see their volunteers in the hallways and when they come to the classroom door.

Vanessa Singletary
3rd Grade Teacher



Experience Corps has absolutely influenced our school culture. Children thrive and are more enthusiastic about reading as a result of their individual relationships with volunteers. Students willingly go with the volunteers because they know that they will have fun with literacy.

Natasha Hendricks
Principal





It feels like we are part of a much larger community, people all over the country who also see the benefits of working with our youngest students helping them by offering support and mentorship.

Johanna Calvert
Experience Corps Tutor



**My tutor makes me feel happy
because she is nice to me. She
has taught me how to be a
better reader.**

**Gregory Morris
Experience Corps Student**

I love my mentees. They make my small amount of volunteer time feel important.

Jack Walsh
Experience Corps Tutor



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