



THE UNIVERSITY MULTICULTURAL MENTOR PROGRAM (UMMP)

**Multicultural & Diversity Affairs
Division of Student Affairs**

2020 - 2021

TABLE OF CONTENTS

- › About, Mission, Purpose, History
- › Program Expectations
- › Monthly Newsletters
- › Former Participant Inspiration
- › Supporting our First-Generation Students
- › 7 Ways to Support your Mentee





WHAT IS UMMP?

ABOUT

The University Multicultural Mentor Program (UMMP) is a mentoring program that matches a first-year undergraduate student with a faculty or staff mentor to assist with the student's transition to college. This program makes a large university campus seem smaller as connections are made and mentors encourage our students to take advantage of all that the University of Florida has to offer.

MISSION

UMMP is designed to support incoming first-year undergraduate students from diverse backgrounds in their transition to the University of Florida. This mission is achieved through goal setting, active participation in one-on-one monthly connections between the mentee and faculty/staff mentor and participation in UMMP events.

PURPOSE

- › To facilitate relationship between faculty/staff and students.
- › To help students acclimate to the college life and UF through involvement, campus resources, and academic success.

HISTORY

- › University Minority Mentor Program (UMMP) began in 1986, first piloted by the College of Liberal Arts & Sciences
- › Designed to address the issue of retention of African American students
- › By its second year, the program was expanded to all 16 university colleges
- › In 2006, the program moved to the Department of Multicultural & Diversity Affairs within the Division of Student Affairs.
- › In 2018, the program's name changed to the University Multicultural Mentor Program to champion and empower the various identities of our students.

PROGRAM EXPECTATIONS

1. CONNECT MONTHLY

- Mentors and mentees must connect once a month, either in-person or in a digital environment, whatever each of you are comfortable with.

This year we strongly encourage connecting through digital environments for your monthly meetings. If both the mentee and mentor are comfortable with meeting in-person, CDC guidelines must be followed (face coverings must be worn, and safe and social distancing must be maintained).

2. GOAL ACCOUNTABILITY

- Mentor pairs should work together to create 3 personal, professional, and academic goals (one of each) for the mentee's first year in college. Be sure to check on progress often.

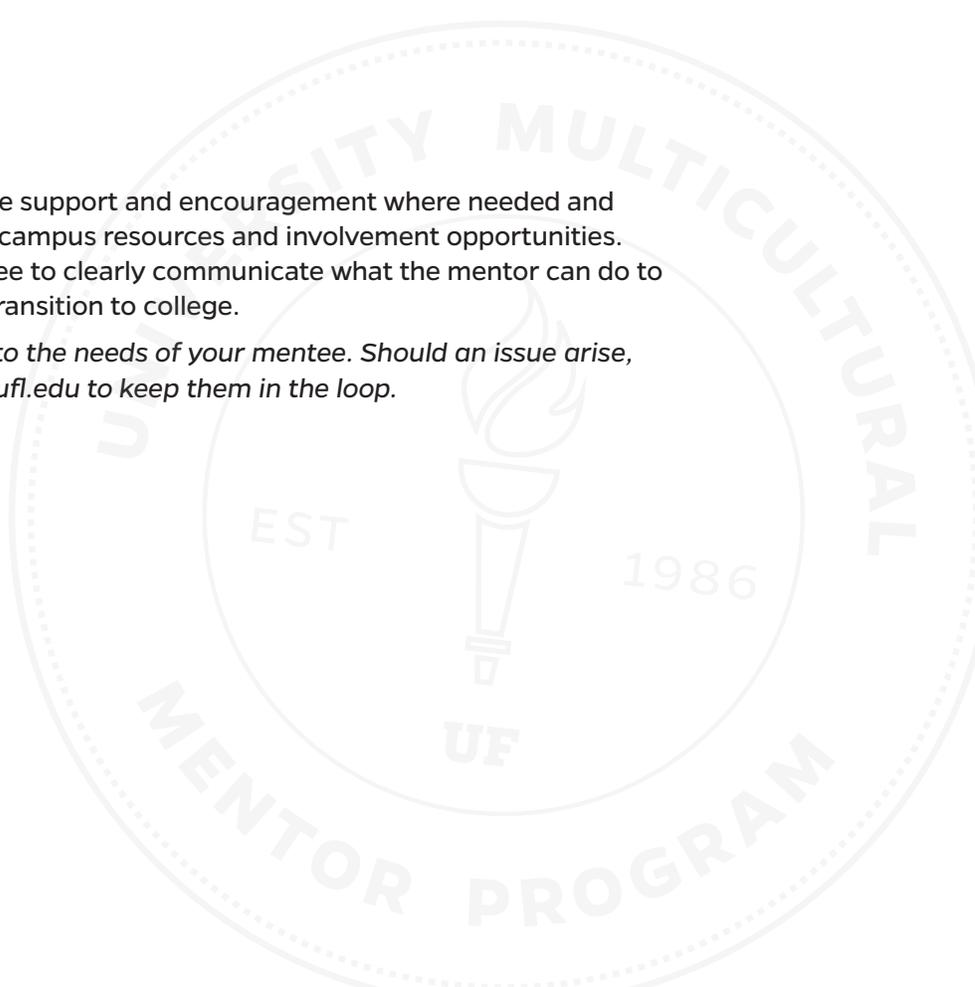
Be sure to make goals SMART:

- *Specific*
- *Measurable*
- *Achievable*
- *Relevant*
- *Time-bound*

3. SUPPORT

- Mentors should provide support and encouragement where needed and help point mentees to campus resources and involvement opportunities. Mentees should feel free to clearly communicate what the mentor can do to be helpful during the transition to college.

Mentors, be attentive to the needs of your mentee. Should an issue arise, contact UMMP@ufsa.ufl.edu to keep them in the loop.



SCHEDULE

Each month we want to focus on a topic that is important to a student's transition into college and we hope that each mentor is able to check in with their mentee(s) on that particular topic. We've also collaborated with incredible campus partners to offer a presentation or workshop on the topic of the month.

➤ *Please note that these monthly presentations are optional and only open for student mentees to attend. More details and an RSVP link for each month's event(s) will be sent out one month prior through our monthly newsletter.*

MONTH	TOPIC	EVENT
September	Get to know your mentor/mentee	<ul style="list-style-type: none"> ➤ Log onto the UMMP Resource Hub & complete First Meeting Tool handout ➤ Connect with your mentee/mentor by mid-September
October	Keys to Academic Success	General academic registration workshop with an academic advisor + Q&A
November	Professional Development	Professional Development 101 workshop with the Career Connections Center (C3)
December	No meeting - encourage study tips during finals week.	
January	Health and Wellness	➤ Stress and Time Management workshop with Gatorwell
February	Diversity and Inclusion	<ul style="list-style-type: none"> ➤ Foundational Diversity Workshop with Multicultural and Diversity Affairs ➤ Study Abroad Presentation with International Center
March	Beyond your first year....	Student leader panel - involvement and transition tips
April	Reflection and next steps	Closing activity/event - TBD

MONTHLY NEWSLETTERS

Each month, we will send out a short e-newsletter to all participants. This is the avenue in which we will conduct most communication from the program. We use this newsletter to:

- Send your monthly check-in form link
- Highlight the topic of the month
- Send any program updates or highlights
- Relay any campus opportunities that might be beneficial to you or your mentee



UNIVERSITY MULTICULTURAL MENTOR PROGRAM

HAPPY NOVEMBER MENTORS!

This semester is flying by! Due to holiday breaks, mentors and mentees are only expected to meet ONCE in November or December.



END OF SEMESTER CHECK-IN

Once you've met with your mentee during November or December, please fill out this check-in survey. This helps us track participation and any feedback from you or your mentee.

Please click the button below to check-in:

[CHECK-IN](#)

Handout for UMMP Mentors: Professional Development for your UMMP Mentee



CAREER CONNECTIONS CENTER

UNIVERSITY OF FLORIDA

During your November/December meeting with your mentee, take some time to bring up the topic of professional development. Click the button below for a one-page handout from the Career Connections Center on how to support your mentee's career and professional development. There are some great tips, resources and referral sources for first-year students on there!

Your mentees are invited to attend a professional development workshop on November 14th (information below). Encourage them to attend as spots are limited.

[MENTOR HANDOUT](#)

A Career Workshop for UMMP Mentees

Jump Start your Professional Development

Thursday, November 14th 4:30pm-6:00pm
Career Connections Center Innovation Room - Level 1, Reife Union

In this UMMP workshop, we will discuss strategies to help you "jump start" ways to gain experience as a new student. You will learn about how to make the most of your time at UF to prepare you for an impactful career after graduation. This workshop will include strategies for understanding your strengths, developing a strong resume, and creating your experience action plan. This workshop is great for students just getting started, as well as students who want to fine-tune their career skills.

This workshop is for student mentees only.

Encourage your mentees to apply. The RSVP links were sent out via email to them.

[RSVP LINK](#)

IMPORTANT DATES & UPCOMING EVENTS

- **November 11th:** Veteran's Day | No School
- **November 25th:** Drop and Withdrawal Deadline | 11:59PM
- **November 27 - 29th:** Thanksgiving Break | No Class
- **December 5-6th:** Reading Days | No Class
- **December 7-13th:** Final Exam Week

WE WISH YOU A WONDERFUL THANKSGIVING BREAK!

We are so thankful for all you do.

Best wishes!

UMMP Staff
Multicultural and Diversity Affairs
[Website](#)

352-294-7850



FORMER PARTICIPANT INSPIRATION

FACULTY/STAFF MENTOR EXPERIENCES

“I think that this program was a good way to ease the uncertainty about how to interact with faculty and to get more out of the college experience. It removes some of the pressure... - *Mentor*

“[She] is engaged in our lab research program and outreach activities and realized how much she enjoys working with kids in an educational setting and she is looking to taking more classes on this topic (environmental education)” - *Mentor*

“I was able to provide her with useful information to connect with her advisors, financial aid, and even secure a job.” - *Mentor*

“...I did recruit her as a volunteer working in my lab to have the opportunity to expose to the research environment and mingle with the graduates in my lab. Most likely, she will continue to do so in the coming three years of her college life.” - *Mentor*

STUDENT MENTEE EXPERIENCES

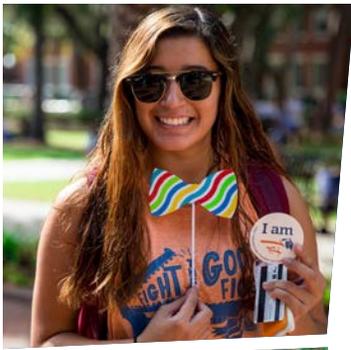
“My mentor helped me in ways that I couldn’t even imagine. She listened from personal problems to helping me fill out my nursing school application. Without her I don’t know how I would have mentally been able to handle this year.” - *Mentee*

“I think this program provided me with the motivation I needed especially as a minority at times it can feel as though you might not progress and become successful. This program allows you to see someone of your minority group succeed and provides the push that you need to keep going.” - *Mentee*

“Having someone who cared about my well-being and was knowledgeable about the resources on campus really gave me a sense of ease and security. I knew that I could rely on my mentor to listen and guide me when things got too overwhelming.” - *Mentee*

“I felt more confident in my decision of the University and felt like I could actually talk to someone who knew how to figure out their path in life.” - *Mentee*

“The UMMP mentor program is a great opportunity for those selected to build a meaningful relationship with a UF faculty or staff member that will ultimately help make the transition to UF less overwhelming and more successful on the whole.” *Mentee*



SUPPORTING OUR FIRST-GENERATION STUDENTS

“The term first-generation refers to students who are the first in their families to attend college. More specifically, it means that a student’s parents have not earned a bachelor’s degree. Students who have siblings in college but whose parents did not earn a bachelor’s degree are considered first-generation.” – **First Generation Student Success @ UF**

IMPOSTER SYNDROME: We know from research and also experience that first-generation students often feel like imposters, meaning that they don’t really belong in college. Thoughts they may consider:

- › Someone must have made a mistake in Admissions, right?
- › All of my peers are smarter than me. They all have more distinguished parents who make a lot of money.
- › At some point, someone will realize that I don’t belong and I’ll be asked to leave, right?

We know that our first-generation students met the same admissions requirements as their UF peers, but sometimes feel that they don’t measure up. Remind them of their unique strengths and talents, and that they DO belong.

SOCIAL CAPITAL: Think of the people who helped you get where you are in life. Mentors, coaches, teachers, family members, church leaders, etc. Social capital is the concept that the people we’re exposed to have an impact. Have you heard that you are the average of the 5 people you spend the most time with? Some first-generation students have had little access to people who have experienced college. However, the same is true that they often talk about that “one caring adult” who went to great lengths to provide guidance in their life and help them realize their potential. For those that are in college, building their personal and professional network is important. We want them to find and connect with that “one caring adult” (or ideally more) in college too.

INTERSECTIONALITY OF IDENTITY: First-generation students are multifaceted. Many are coming from low-income backgrounds. Many are students of color. The complexities of their identities often create an internal struggle as they navigate UF—they aren’t just a first-generation student, they are a first-generation student of color at a predominantly white university. It is incredibly important to see them as a whole student—we cannot simply focus on one part of who they are.

SURVIVOR’S GUILT: Many of our students come from low-income communities and experience guilt when they “get out” and come to college. As many transition to UF, they sometimes feel guilty for leaving siblings, families, or community members behind. This survivor guilt can make students feel bad for leaving, when so many others are struggling. Students sometimes feel that they don’t deserve to be at UF when so many others they know cannot be here. This is often exasperated when they go home for holidays or breaks and their friends or family members say things like, “oh you must think you’re better than us now that you’re in college.”

VOCATIONALLY-DRIVEN: Many first-generation students are incredibly driven by their career goals. Many want to graduate as quickly as possible and pursue a field that pays a high salary. This can sometimes leave students disconnected from the university experience. We often see students not engage with campus life, such as joining student organizations or attending athletic events, because they are so focused on academics. Don’t get us wrong, academics as a priority is vitally important, but a big part of college includes outside of the classroom growth. Knowing this, a tactic to engage first-generation students is to connect them to resources like the Career Resource Center and perfecting skills, like public speaking, that they will need to be a successful professional after college.

ANSWERING QUESTIONS WE’RE NOT ASKED: For first-generation students, they sometimes don’t know what they don’t know. When first-generation students ask questions, the answer is not always simple—sometimes, the answer is actually thinking through other questions that relate to their concerns. We know that if a student is asking questions about what a petition is, they will likely need to know how to access the petition, where to submit the petition, what documents they need, etc. As professionals working with first-generation students, it is important to answer questions we’re not asked to ensure the student fully understands the complexities of the institution.

RESILIENCE: First-generation students are very self-motivated; many of them have had to navigate the college application process, FAFSA, etc. alone, and thus take charge of their own lives and can handle things on their own. They are constantly working hard to ensure their own success. This can sometimes lead to a mentality of “I don’t need anyone,” when in actuality asking questions is a sign of strength, and not weakness. Some first-generation students have experienced struggles before they come to college. Struggles such as poverty, foster care system, language barriers, family members incarcerated, violence, abuse, etc. For that, they are strong people who have overcome challenges and who have the real-world skills to succeed in college. Their resilience, or grit, should be celebrated.

LANGUAGE OF THE UNIVERSITY: Colleges and universities have a distinct language. Think about the names of departments, policies, and acronyms (e.g. Registrar’s Office, drop/add, CRC). First-generation students often feel like they are the “only one” that doesn’t know the language. Consider traveling to a country that you don’t know the language and how uncomfortable you may feel at first. First-generation students can and do learn the language, just like you would the longer you stay in an unfamiliar environment, but there are still nuances that remain foreign. The language that you use also impacts their confidence in this new and unfamiliar territory.

7 Ways You Can Support Your Mentee



BUILD TRUST

Consider sharing your experiences, successes, and failures as a simple way to grow trust between you and your mentee. Attending professional activities together, such as an academic talk, can also help build a more trusting relationship.



STAY IN TOUCH

Keeping in regular contact with your mentee will help develop your mentoring relationship. Even a quick message like “I haven’t heard from you lately, how are things?” may help bridge a gap in communication.



FIND COMMON GROUND

Ask your mentee what kinds of activities they enjoy. Maybe there is a book or podcast that you can enjoy together or a day of the week you can meet in Plaza of the Americas and catch up over Krishna lunch.



BE MINDFUL OF THEIR SCHEDULE

Adjusting to college is difficult and stressful for any freshman. Exams and projects may increase the stress and anxiety of your mentee. In your conversations ask them when big tests and assignments are due so that you can send messages of encouragement on the days leading up to it.



GET TO KNOW WHAT EXCITES THEM

Ask your mentee about their dreams and aspirations. This can be a great tool when your mentee is unsure of what to do during their time at UF. Listen to what they hope for and help them envision ways to achieve those goals.



CELEBRATE YOUR MENTEE’S ACHIEVEMENTS

Mentees often reach out to a mentor to help them with tough situations. As a result, many mentorship conversations revolve around the negatives in their life. Make sure you take the time to highlight and celebrate your mentee’s achievements! This helps build your mentee’s confidence, reinforces good behavior, and keeps them focused and motivated.



VISIT [UFL.TO/KOGNITO](https://ufl.to/kognito) TO GROW YOUR EMOTIONAL INTELLIGENCE

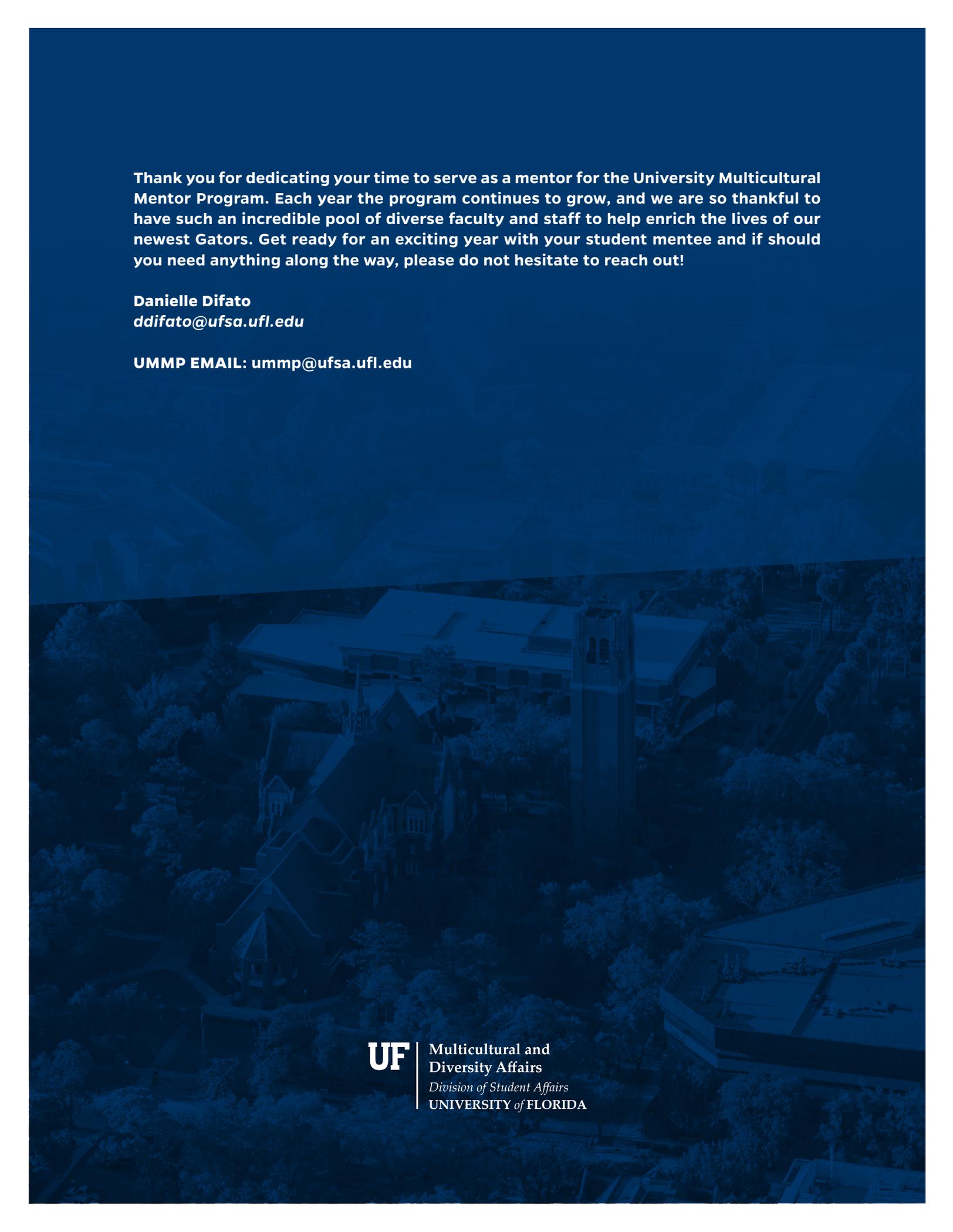
For some, academic and professional life can be very stressful. We encourage you to take Kognito, a free online training offered by UF, to help you grow your emotional intelligence and become more aware of signs and symptoms of emotional and mental distress in your mentee. You can start taking the course by visiting ufl.to/kognito and following the instructions on the page to create your account.

Mentors are not intended to serve as mental health or legal professionals. If at any time the mentoring relationship is extending beyond what you are comfortable with, please feel free to contact the Counseling and Wellness Center at 352-392-1575 and ask for a consultation.

Thank you for dedicating your time to serve as a mentor for the University Multicultural Mentor Program. Each year the program continues to grow, and we are so thankful to have such an incredible pool of diverse faculty and staff to help enrich the lives of our newest Gators. Get ready for an exciting year with your student mentee and if should you need anything along the way, please do not hesitate to reach out!

Danielle Difato
ddifato@ufsa.ufl.edu

UMMP EMAIL: ummp@ufsa.ufl.edu



UF | Multicultural and
Diversity Affairs
Division of Student Affairs
UNIVERSITY of FLORIDA