



RESOLUTION OF THE CITY COUNCIL

No. 100

DENIED February 16, 2023

RESOLVED, That the Members of the Providence City Council hereby Authorize Approval of the following Contract Award by the Board of Contract and Supply, in accordance with Section 21-26(b) (1) of the Code of Ordinances.

Mentor, Rhode Island
(Mayor's Office - PVD Recovery Programs)

\$995,000.00

IN CITY COUNCIL

FEB 16 2023

READ AND DENIED

Tina L. Mastromarino CLERK

RECEIVED
CITY OF PROVIDENCE
FEB 16 2023
CITY CLERK'S OFFICE



OFFICE OF THE INTERNAL AUDITOR
City of Providence

December 12, 2022

Ms. Tina Mastroianni
City Clerk's Office
City of Providence
25 Dorrance Street
Providence, RI 02903

Dear Tina:

I am writing to request that the following requested contract awards be submitted to the City Council and the Finance Committee for approval:

o **Parks Department:**

- Award to **Dicenzo, Inc** for "Paul Grande, Jr. Parks Improvements" in an amount not to exceed **\$835,750.00** in accordance with the Code of Ordinances, Section 21-26 (b) (1);
- Award to **Artisan Concrete Services, Inc** for "Neutaconkanut Park Skatepark Expansion Design/build Services" in an amount not to exceed **\$649,500.00** in accordance with the Code of Ordinances, Section 21-26 (b) (1);
- Award to **H.S.I. Construction, Inc** for the "Design-Build Tensioned Fabric Shade Structure for the City Center Rink" in an amount not to exceed **\$1,446,325.00** in accordance with the Code of Ordinances, Section 21-26 (b) (1);

o Department of Public Property:

- Award to **Agostini Construction, Inc** for "Classical High School – School Renovations, 770 Westminster Street, Providence, RI" in an amount not to exceed \$32,603,700.00 in accordance with the Code of Ordinances, Section 21-26 (b) (1);
- Award to **Maron Construction, Inc.** for "Pleasant View Elementary School – Interior and Exterior Renovations" in an amount not to exceed \$15,727,000.00 in accordance with the Code of Ordinances, Section 21-26 (b) (1)

- Mayor's Office – PVD Recovery Programs:
 - Award to **Mentor, Rhode Island** for “Expanding High-Quality Mentoring Opportunities” in an amount not to exceed **\$995,000.00** in accordance with the Code of Ordinances, Section 21-26 (b) (1);
 - Approval to pay **Rhode Island Black Business Association and Inspiring Minds** for “ARPA Expanding Operational Capacity Grantees” in an amount of **\$150,000** and **\$20,011.28** respectively in accordance with the Code of Ordinances, Section 21-26 (b) (2)

Sincerely,



Gina M. Costa
Internal Auditor

Cc: Brian F. Byrnes, Deputy Superintendent of Parks
John – William Moore, Acting Director of Public Property
Bret Jacob, Director of PVD Recovery Programs
Alejandro Tirado, Director of Purchasing
James J. Lombardi, III, City Treasurer



MAYOR JORGE O. ELORZA
CITY OF PROVIDENCE

December 12th, 2022

The Honorable Jorge O. Elorza
Chairman, Board of Contract and Supply
City Hall
25 Dorrance Street
Providence, RI 02903

RE: Expanding High-Quality Mentoring Opportunities
MinuteTraq ID#: 38795 Minority Participation: 0 % MBE , 0%WBE
Account Code(s): Enter (list of) account code(s)
1. 263-0045-22, 53420

Dear Mayor Elorza,

DATE OF BID OPENING: December 5th, 2022

RECOMMENDED BIDDER & THEIR ADDRESS:

- Mentor, Rhode Island; 2065 Warwick Ave #1, Warwick, RI 02889

TOTAL AMOUNT RECOMMENDED: Total amount not to exceed \$995,000

In response to our request for proposal regarding the above entitled, our department received the following bid(s)
(Listed by low bidder first):

	VENDOR NAME	BASE (minimum reqs.)	TOTAL (final specifications)
1	Mentor, Rhode Island	\$995,000	\$995,000
2			
3			
4			

- ☒ On the basis of said bids, we recommend the low bidder, as identified on LINE 1, whose bid has met the specifications.
- ☐ On the basis of said bids, we recommend the bidder identified on LINE: _____. While not the apparent low bidder, a review of the bids reveal that it is in the best interest of the City to reject the low bidder. See the Explanation box below.
- ☐ On the basis of said bids, we recommend multiple bidders identified on LINES: _____. A review of the bids reveal that it is in the best interest of the City to utilize these bidders together. See the Explanation box below.

Additional documentation to support the decision for this award is attached to this letter.

Respectfully submitted,

LaJuan Allen; Director of Policy & Partnerships

LaJuan Allen; Director of Policy & Partnerships

Financial Approval: _____

Providence City Hall, 25 Dorrance Street Providence, RI 02903



MAYOR JORGE O. ELORZA
CITY OF PROVIDENCE

A handwritten signature in black ink, appearing to read "Bret Jacob", written over a horizontal line.

Bret Jacob, Director of PVD Recovery Programs

LaJuan Allen; Director of Policy & Partnerships

Department Subject Matter Expert: LaJuan Allen, Director of Policy & Partnerships

By signing, the subject matter expert certifies the following: That the recommended vendor(s) is/are the lowest, qualified bidder(s) with regards to the corresponding specifications. That all bids corresponding to this award were reviewed for completeness and that the recommended bidder's submission is inclusive of all required documents.

Relationships at the Center

January 31, 2023

Marisol Feliciano, Director of Access, Innovation and Equity

Destiny Manston, Data Analytics Coordinator

Jo-Ann Schofield, President & CEO



MENTOR
RHODE ISLAND

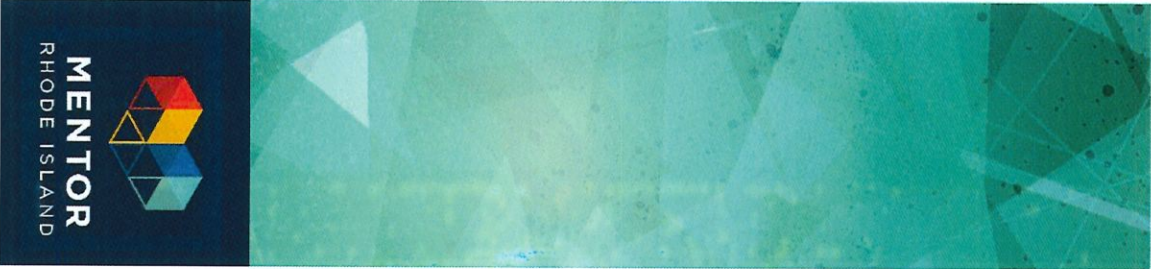
MENTOR Rhode Island



Mentor Summit in D.C.

MENTOR Rhode Island is a 501(c)3 dedicated to building the quality of mentoring programs, the number of mentoring programs, and the number of youth matched with mentors.

Mentoring relationships foster positive youth development, increased social and emotional wellness, and academic success through use of the nationally accepted *Elements of Effective Practice in Mentoring™*.



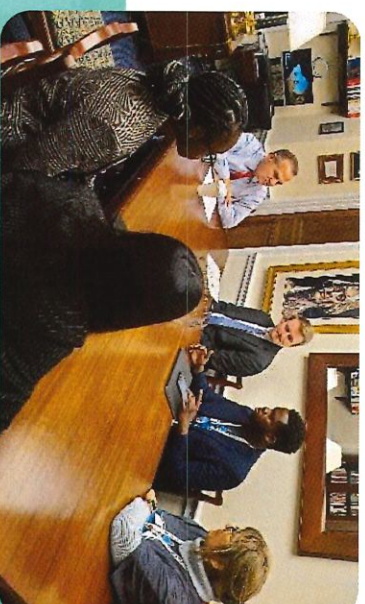
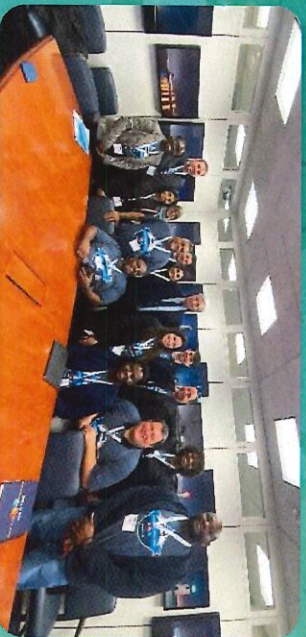
MENTOR Rhode Island and Relationships at the Center Programs Capitol Hill Day, Washington, D.C.

Youth Empowerment

Community Partnership

Youth-centered Approach

Advocacy



Raising Awareness

Leadership

Relationships at the Center

17 Programs Participating

Monthly Community of Practice 2 ½ hour meetings

389 Mentors

Collective 800 FREE Technical Assistance hours' worth \$75,000

935 Mentees (original goal was 750)

10 RATC organizations report they have revised program policies

Nonviolence Institute provides trainings on Conflict Resolution & Beloved Community to RATC Organizations

Increase of youth leadership in program structure

Relationships at the Center Programs

- AS220
- Beautiful Day
- Center for Mediation and Collaboration
- College Visions
- Project Embrace, Hope HS/Nonviolence Institute
- Inspiring Minds (Not funded, Part of Community of practice)
- New Urban Arts
- North End Outreach, ALPHAS, Chad Brown Alumni Association
- Oasis International (Not funded, Part of Community of practice)
- Providence Sports and Leadership
- Reentry Campus
- Refugee Dream Center
- Rhode Island Community and Justice (RICJ)
- The Manton Avenue Project
- WattsNatural Tutoring
- Youth In Action
- Youth Build Preparatory Academy

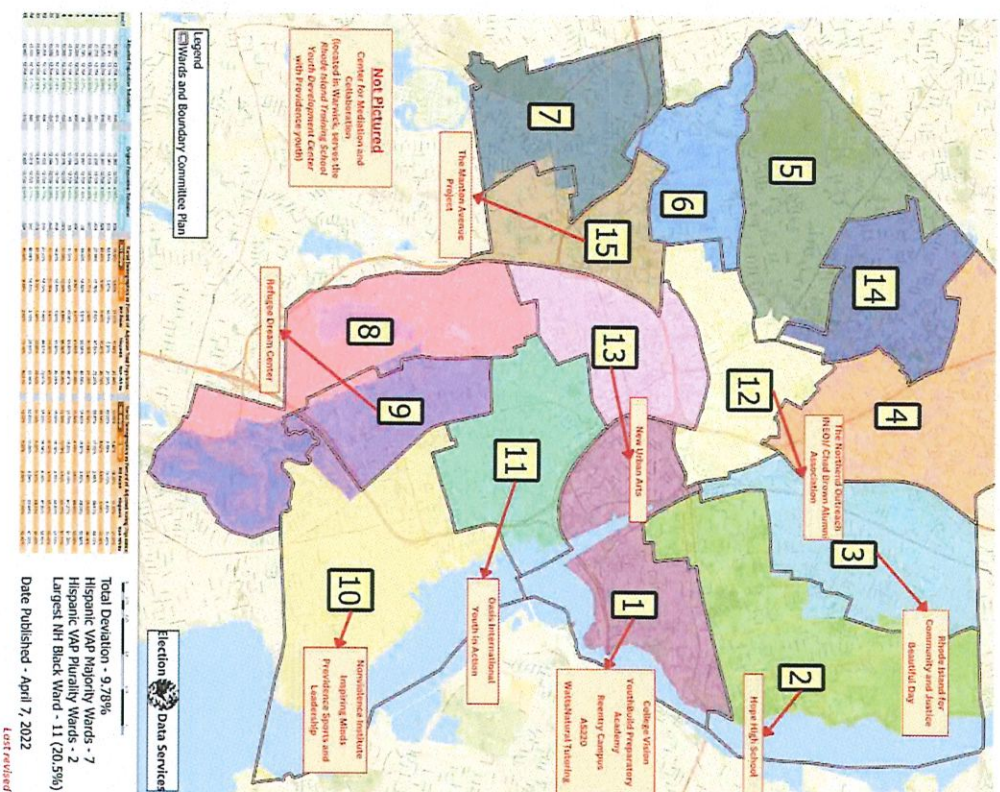


WattsNatural Tutoring





Relationships at the Center Program Locations



3 Day Coordinators Training



Program Coordinators attended a mandatory 3-day training orientation at Providence Public Library prior to program implementation.

Relationships at the Center Programs Funding Youth Stipends

Organization	All Other Items	Description	Funded Amount
AS220	Apprentice stipends 10 \$100 Gift Cards for Youth	20 apprentices 32 wks, 1/3 of \$90/wk stipend	\$19,200
Beautiful day	30 \$50 Gift Cards for Youth Student Leader	Given at end for perfect attendance	\$1,000
	Participation Incentives	Given at end for 80% attendance	\$1,500
Hope HS + NVI	Mentee Participation Incentives	40 student leaders receiving \$525 each	\$21,000
	Teen Mentors stipends	40 mentees receiving \$375 each	\$15,000
The Manton Ave Project	Stipends for program participants	15 x \$1,200	\$18,000
NEO/CBAA	Youth Mentor Stipends	\$500 for 24 participants	\$12,000
Refugee Dream Center	Youth Stipends	\$1500 per mentor x 8 mentors	\$12,000
RICJ	Mentee gift cards	25 youth \$200	\$500
WattsNatural Tutoring		\$10/week for 52 weeks x 15 participants	\$7,800
Providence Sports and Leadership	Mentee Stipends	30 Mentees (\$400ea)	\$12,000
		Total	\$120,000

Program Embrace/ Nonviolence Institute/ Hope High School



Refugee Dream Center



*North End Outreach, ALPHAS,
Chad Brown Alumni Association*



MENTOR Rhode Island Trainings

Through our initial orientation and monthly community of practice meetings with program coordinators, MENTOR RI has consistently taught and helped programs to implement the *Elements of Effective Practice in Mentoring*™.



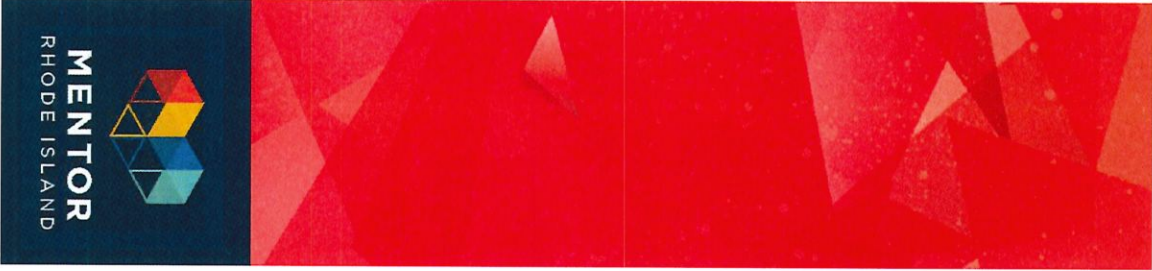
AS220



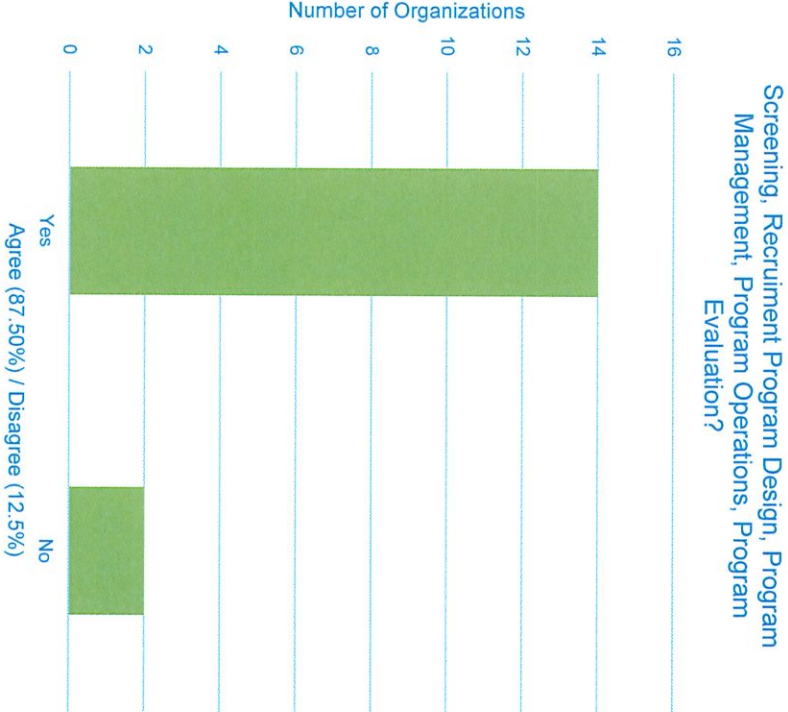
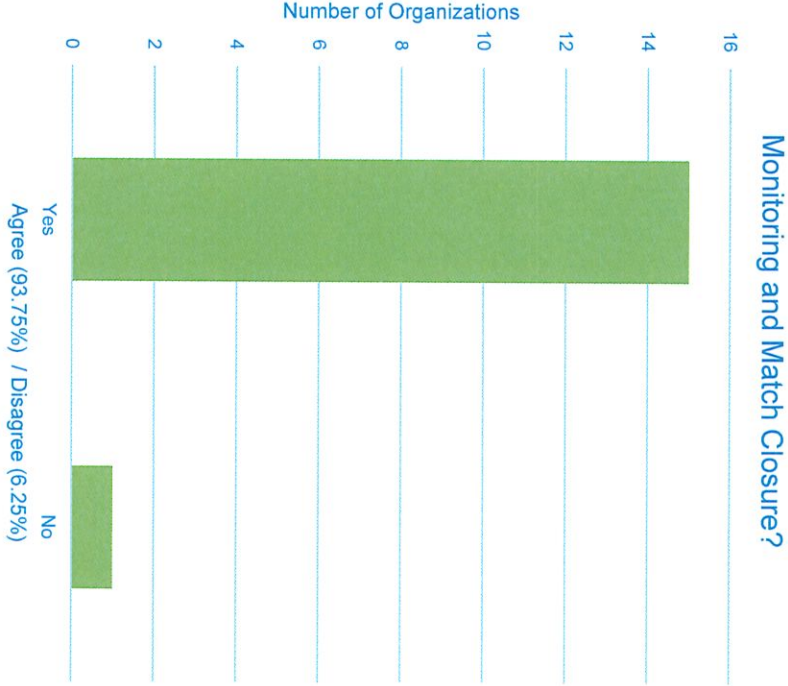
Providence Public Library



The Nonviolence Institute



As pictured, 93.75% of programs report that they now have knowledge about proper procedures for Monitoring and Match Closure, while 87.5% report that they have increased knowledge on the topics of recruitment, screening, monitoring, match closure, program design, program management, program operations, and program evaluations.



Individualized Technical Assistance

- MENTOR RI is the only authorized Rhode Island provider of technical assistance through the National Mentoring Resource Center (NMRC), an initiative of the Office of Juvenile Justice and Delinquency Prevention in partnership with MENTOR National. We provide practitioner support, training, and resources.
- On average, **MENTOR Rhode Island staff spent 50 hours supporting each mentoring program, with a collective 800 hours of FREE technical assistance worth \$75,000 across the entire Relationships at the Center grant initiative.**



Additional Financial Programmatic Support through Relationships at the Center

- **National Mentoring Summit Scholarships \$5,000**
 - Refugee Dream Center
 - ALPHAS / North End Outreach
 - Project Embrace / Hope High School
 - Rhode Island for Community and Justice
- **Innovative Mentoring Software \$33,500 so every program has access to a database to track mentor/mentee relationships**
- **End of Year Youth-led Summit - \$5,000 plus \$25,000 Nellie Mae Funds**



Jo-Ann Schofield

President & CEO

Jschofield@mentorri.org

401-378-8399

Marisol Feliciano

Director Access, Innovation and Equity

Mfeliciano@mentorri.org

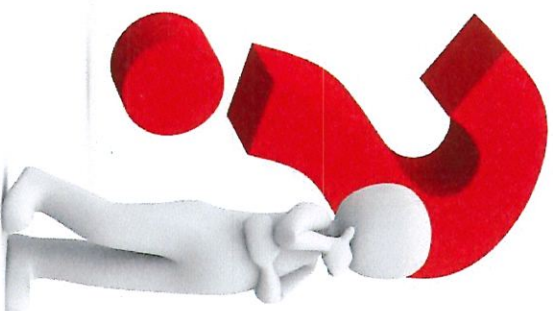
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Destiny Manston

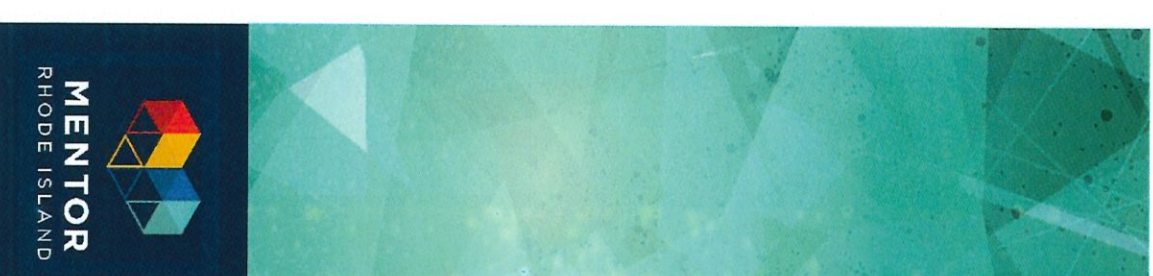
Data Analytics Coordinator

Dmanston@mentorri.org

401-347-7855



MentorRI.org



Relationships at the Center *Organizations by Ward*

Ward 1 – Councilor John Goncalves

1. Nonviolence Institute
2. New Urban Arts
3. WattsNatural Tutoring
4. Beautiful Day
5. AS220
6. Center for Mediation and Collaboration RI
7. Youth In Action, Inc.
8. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)

Ward 2 - Councilor Helen Anthony

1. Nonviolence Institute
2. Refugee Dream Center
3. New Urban Arts
4. WattsNatural Tutoring
5. Beautiful Day
6. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)

Ward 3 - Councilor Sue AnderBois

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. WattsNatural Tutoring
7. Beautiful Day
8. Reentry Campus Program
9. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
10. College Visions

Ward 4 - Councilor Justin Roias

1. Providence Sports & Leadership
2. Nonviolence Institute
3. New Urban Arts
4. Rhode Island for Community and Justice
5. WattsNatural Tutoring
6. Reentry Campus Program
7. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
8. College Visions

Ward 5 - Councilor Jo-Ann Ryan

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
12. College Visions

Ward 6 - Councilor Miguel Sanchez

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
12. College Visions

Ward 7 - Councilor Ana Vargas

1. Providence Sports & Leadership
2. Nonviolence Institute
3. New Urban Arts
4. YouthBuild Preparatory Academy
5. WattsNatural Tutoring
6. Beautiful Day
7. AS220
8. Reentry Campus Program
9. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
10. College Visions

Ward 8 - Councilor James Taylor

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. Youth In Action, Inc.
12. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
13. College Visions

Ward 9 - Juan M. Pichardo

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. Youth In Action, Inc.
12. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
13. College Visions

Ward 10 - Councilor Pedro Espinal

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. Youth In Action, Inc.
12. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
13. College Visions

Ward 11 - Councilor Mary Kay Harris

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. Youth In Action, Inc.
12. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
13. College Visions

Ward 12 - Althea Graves

1. Providence Sports & Leadership
2. Nonviolence Institute
3. New Urban Arts
4. Rhode Island for Community and Justice
5. YouthBuild Preparatory Academy
6. WattsNatural Tutoring
7. Beautiful Day
8. Reentry Campus Program
9. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
10. College Visions

Ward 13 - Councilor Rachel Miller

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. AS220
10. Reentry Campus Program
11. Youth In Action, Inc.
12. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
13. College Visions

Ward 14 - Councilor Shelley Peterson

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. WattsNatural Tutoring
6. Reentry Campus Program
7. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
8. College Visions

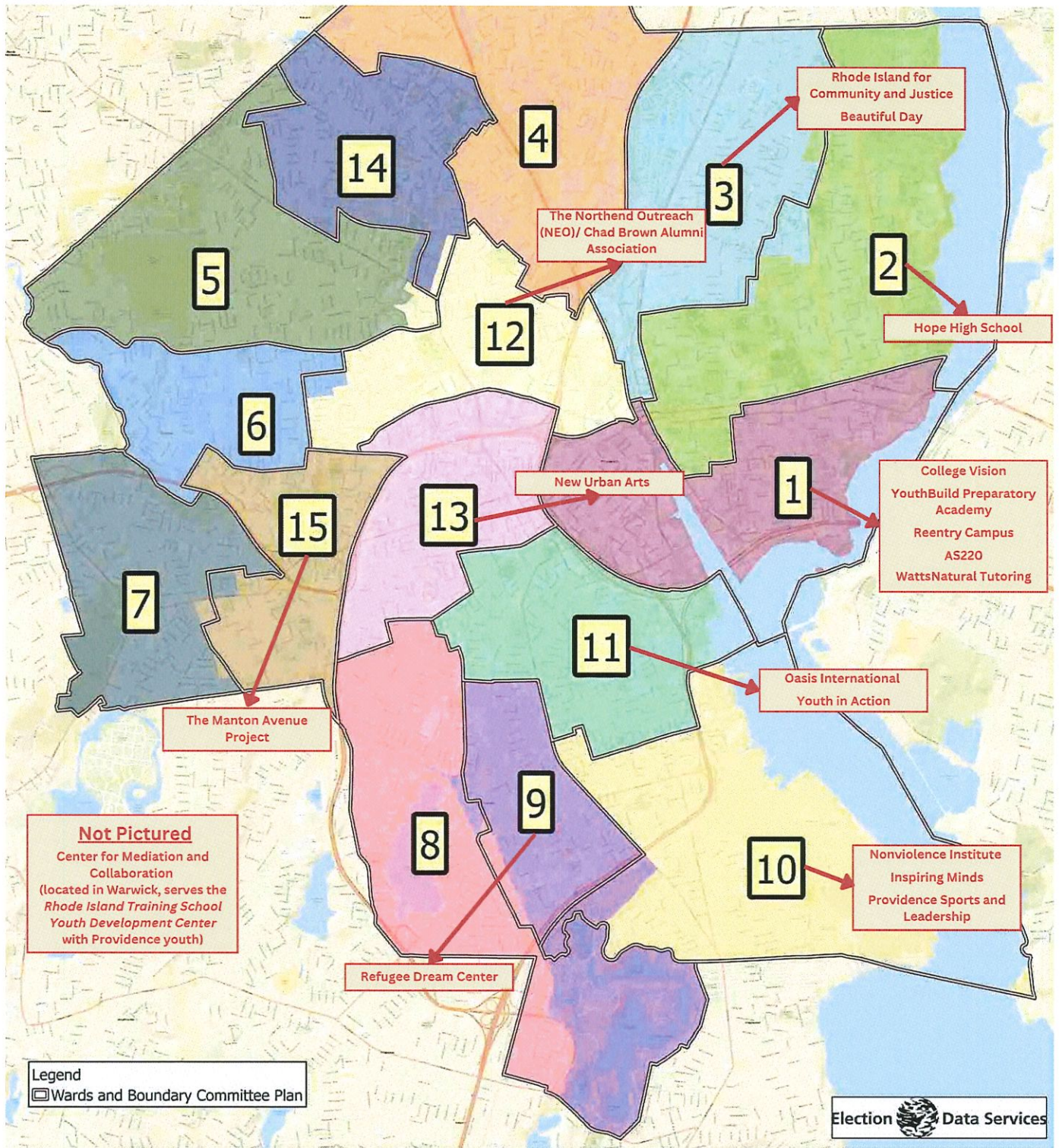
Ward 15 - Councilor Oscar Vargas

1. Providence Sports & Leadership
2. Nonviolence Institute
3. Refugee Dream Center
4. New Urban Arts
5. Rhode Island for Community and Justice
6. YouthBuild Preparatory Academy
7. WattsNatural Tutoring
8. Beautiful Day
9. The Manton Avenue Project
10. AS220
11. Reentry Campus Program
12. Youth In Action, Inc.
13. The North End Outreach (NEO)/Chad Brown Alumni Association (CBAA)
14. College Visions



MENTOR
RHODE ISLAND

Relationships at the Center Program Locations



TRICT	Adjusted Population Tabulation		Original Population Tabulation		Racial Demographics as Percent of Adjusted Total Population					Racial Demographics as Percent of Adjusted Voting Population				
	Pop	%	Pop	%	NH White	NH Black	NH Asian	Hispanic	Non-White	NH White	NH Black	NH Asian	Hispanic	Non-White
1	13,349	12.754	13,359	12.729	58.59%	5.82%	11.21%	11.44%	24.36%	58.59%	5.42%	10.25%	11.62%	24.31%
2	13,351	12.754	13,351	12.729	68.91%	3.67%	12.70%	8.27%	21.00%	68.91%	3.50%	13.85%	9.40%	21.45%
3	13,273	12.754	13,357	12.729	64.85%	5.50%	6.45%	12.87%	20.14%	66.04%	8.62%	9.92%	9.44%	22.56%
4	12,373	12.754	12,355	12.729	48.4%	27.86%	17.76%	2.62%	42.64%	38.87%	17.00%	2.58%	30.83%	48.13%
5	12,538	12.754	12,538	12.729	44.80%	11.95%	2.49%	30.58%	39.28%	53.94%	11.48%	2.40%	26.82%	48.76%
6	12,720	12.754	12,691	12.729	14.42%	14.55%	3.57%	42.58%	35.58%	17.45%	14.67%	3.98%	59.24%	42.56%
7	12,204	12.754	12,175	12.729	14.11%	8.35%	3.41%	69.89%	35.58%	14.54%	8.20%	3.69%	66.88%	43.16%
8	12,819	12.754	12,794	12.729	11.03%	10.08%	10.54%	62.63%	88.67%	12.70%	11.20%	10.96%	61.27%	87.30%
9	13,352	12.754	13,352	12.729	11.25%	12.36%	4.54%	66.36%	88.68%	12.80%	12.70%	4.53%	66.72%	87.31%
10	12,003	12.754	12,071	12.729	16.41%	13.22%	3.12%	58.67%	83.18%	18.95%	16.51%	3.11%	58.67%	81.10%
11	12,226	12.754	12,184	12.729	12.18%	20.58%	3.41%	56.20%	87.02%	14.61%	20.52%	2.71%	55.25%	86.40%
12	13,338	12.754	13,323	12.729	27.32%	14.79%	7.49%	44.81%	72.87%	21.84%	14.84%	1.30%	41.85%	68.43%
13	12,430	12.754	12,419	12.729	47.39%	7.34%	1.68%	32.80%	54.42%	51.68%	8.22%	5.91%	29.33%	48.48%
14	13,107	12.754	13,074	12.729	49.04%	11.52%	2.18%	26.82%	55.36%	52.65%	13.88%	2.24%	23.44%	47.35%
15	12,442	12.754	12,425	12.729	10.99%	9.44%	2.85%	23.15%	59.01%	13.07%	9.22%	2.68%	71.84%	65.93%

Total Deviation - 9.78%
Hispanic VAP Majority Wards - 7
Hispanic VAP Plurality Wards - 2
Largest NH Black Ward - 11 (20.5%)

Date Published - April 7, 2022

Last revised 1/23/23

Relationships at the Center Program Funding Youth Stipends

	A	B	C	D
	Organization	All Other Items	Description	Funded Amount
1				
2	AS220	Apprentice stipends	20 apprentices 32 wks, 1/3 of \$90/wk	\$19,200
3				
4	Beautiful day	10 \$100 Gift Cards for Youth	Given at end for perfect attendance	\$1,000
5		30 \$50 Gift Cards for Youth	Given at end for 80% attendance	\$1,500
6				
7	Hope HS + NVI	Student Leader Participation Incentives	40 student leaders receiving \$525 each	\$21,000
8		Mentee Participation Incentives	40 mentees receiving \$375 each	\$15,000
9				
10	The Manton Ave Project	Teen Mentors stipends	15 x \$1,200	\$18,000
11				
12	NEO/CBAA	Stipends for program participants	\$500 for 24 participants	\$12,000
13				
14	Refugee Dream Center	Youth Mentor Stipends	\$1500 per mentor x 8 mentors	\$12,000
15				
16	RICJ	Youth Stipends	25 youth \$200	\$500
17				
18	WattsNatural Tutoring	Mentee gift cards	\$10/week for 52 weeks x 15 participants	\$7,800
19				
20	Providence Sports and Leadership	Mentee Stipends	30 Mentees (\$400ea)	\$12,000
21				
22			Total	\$120,000



MENTOR
RHODE ISLAND

Relationships at the Center

Through January 6, 2023

City of Providence Mentoring Project

Mayor's Office

Providence, Rhode Island

Relationships at the Center Mentoring Programs

RATC programs are currently immersed in their mentoring initiatives. Currently, the number of mentors is 389 and the number of mentees is 935. Our goal was to serve 750 youth! On average, MENTOR Rhode Island staff spent 50 hours supporting each of the mentoring programs adding up to 800 hours which is worth \$75,000 of FREE to them technical assistance provided across the entire Relationships at the Center grant initiative.

Each program now has a dedicated mentor program coordinator. With the completion of monthly surveys and MENTOR RI's ongoing technical assistance, each program has received dedicated one-on-one time so we can learn what program coordinators need. This has been key in creating deep-dive types of discussions during our monthly Community of Practice gatherings.

We continue to tailor our technical assistance in tackling specific challenges, barriers, and/or RATC program needs. During this holiday time, RATC programs have provided many mentor and mentee gathering opportunities either via a one-on-one session or in a community setting. Programs have shared youth are becoming more engaged in their mentoring programs and have shown significant growth and investment in their mentor/mentee relationships. Some programs which initially mandated participation in the mentoring program have seen mentees shift to now choose to continue their engagement in the program because they want to. While some RATC programs have fully reached their mentor/mentee recruitment goals others are still actively working on strategies to recruit more mentors.

RATC programs have taken advantage of the various presentations and training opportunities for both mentors and/or program coordinators MENTOR RI, has offered through our Community of Practice gatherings. The Nonviolence Institute has continued presenting the Conflict Resolution and Beloved Community series to our RATC program coordinators.

RATC programs that will be using our Innovative Software Evaluation tool are now onboarded and can enter data in live time. The expectation is that Innovative reported data will be included in future reporting. Having passed the halfway point, as we continue to navigate in our Phase 2 of RATC programming, we look forward to challenging each RATC grantee to improve reporting completion deadlines, more detailed reporting on mentor/mentee relationships and youth development as well as hitting each of their mentor/mentee goals through this RATC initiative.

Relationships at the Center Project Organizations selected for funding/participation

- **AS220**, Funded \$66,762.00, Goal of 50 mentees and 50 mentors
 - Number of mentors recruited: 40
 - Number of mentees recruited: 40
 - Community of Practice attendance: 66%
- **Beautiful Day**, Funded \$45,000 Goal 46-48 mentees and 26 mentors
 - Number of mentors recruited: 12
 - Number of mentees recruited: 35
- **Center for Mediation and Collaboration**, Funded \$28,622.58, Goal 8 mentees and 3 mentors
 - Number of mentors recruited: 2
 - Number of mentees recruited: 7

- **College Visions**, Funded \$2,754.26, Funding for community of practice participation only
 - Number of mentors recruited: n/a
 - Number of mentees recruited: n/a
- **Hope HS/Nonviolence Institute**, Funded \$88,367.51, Goal 80 mentees and 20 mentors
 - Number of mentors recruited: 22
 - Number of mentees recruited: 35
- **Inspiring Minds**, Not funded, Part of community of practice.
 - Number of mentors recruited: 201
 - Number of mentees recruited: 425
- **New Urban Arts**, Funded \$55,000, Goal: 115 mentees and 20 mentors
 - Number of mentors recruited: 18
 - Number of mentees recruited: 154
- **North End Outreach, ALPHAS, Chad Brown Alumni Association**, Funded \$60,082.50, Goal: 24 mentees and 6 mentors
 - Number of mentors recruited: 6
 - Number of mentees recruited: 24
- **Oasis International**, Not funded, Goal: 65 mentees and 12 mentors
 - Number of mentors recruited: 12
 - Number of mentees recruited: 35
- **Providence Sports and Leadership**, Funded \$46,540, Goal: 20-30 mentees and 10 mentors
 - Number of mentors recruited: 8
 - Number of mentees recruited: 30
- **Reentry Campus**, Funded \$75,000, Goal: 30-35 mentees and 15 mentors
 - Number of mentors recruited: 4
 - Number of mentees recruited: 10
- **Refugee Dream Center**, Funded \$55,000, Goal: 20 mentees and 15 mentors
 - Number of mentors recruited: 30
 - Number of mentees recruited: 40
- **Rhode Island Community and Justice**, Funded \$42,153.55, Goal: 25 mentees and 15 mentors
 - Number of mentors recruited: 12
 - Number of mentees recruited: 14
- **The Manton Avenue Project**, Funded \$25,500, Goal: 50 mentees and 10 mentors
 - Number of mentors recruited: 14
 - Number of mentees recruited: 19
- **WattsNatural Tutoring**, Funded \$36,000, Goal: 15 mentees and 10 mentors
 - Number of mentors recruited: 15
 - Number of mentees recruited: 12
- **Youth In Action**, Funded \$33,217.60, Goal: 50-100 mentees, 4 mentors
 - Number of mentors recruited: 3
 - Number of mentees recruited: 15
- **Youth Build Preparatory Academy**, Funded \$90,000, Goal: 45 mentees and 45 mentors
 - Number of mentors recruited: 0
 - Number of mentees recruited: 43

Mentor Recruitment

L.A Busted., Community Engagement Manager, at MENTOR RI, maintains her dedication to mentor recruitment and making referrals to organizations in this initiative. She actively engages and assists RATC programs' efforts for both mentor and mentee recruitment. To date, 10 mentor referrals to agencies have been sent that fit the potential volunteers' interests and availability. This ongoing trackable process will provide reporting on total number of referrals that were shared, how many completed the mentoring program onboarding process, were matched, and became active mentors for a program.

Monthly Data Collection

On the first Monday of each month, Destiny sends a survey to each organization that is intended to be filled out before the Community of Practice meeting. Through this, we can gather information on the status of their programs, and collect images, articles, and testimonials.

Questions asked:

- First Name, Last Name, Organization
- How are you feeling about your mentorship program currently?
- What is your current number of mentors?
- What is your current number of mentees?
- How many mentoring hours have been shared between mentors and mentees?
- Do you have any successes (big or small) that you would like to highlight?
 - Please describe what happened, the date, an approximate number of attendees, any special guests, or moments, etc.) *This is where they can also include mentor/mentee activities.
- Please provide any media files (pictures, videos, articles, etc.) that highlight the successes of the program.
- Please provide any links or written testimonials that highlight the success of the program.
- Are there any special events that are coming up that you would like MentorRI to share or attend?
- Please submit flyer(s) or promotional material(s)
- How are you feeling about your mentorship program at this time?
- Rate the last Community of Practice meeting?
- What are some challenges in your mentorship program?
- Is there anything that you would like MentorRI to assist you with?
- Is there any topic that you would like to elevate for one of the Community of Practice meetings? Are there any topics that you can provide insight on during these meetings?

In addition to the above questions in the last survey that was distributed on January 3rd, we wanted the organizations to also reflect on their experiences as we reach the halfway point:

- Since we are at the halfway point, reflect on the last couple of months and what takeaways have you implemented into your mentor program due to MENTOR Rhode Island's assistance
 - New Urban Arts: It's been an interesting few months. We have often said this year that this is the first time that we are FULLY back in person without any restrictions in place (other than masking) since the pandemic began, but that hasn't been true. Due to major building construction, our program space has been limited and certain arts media (photography, screen printing) haven't been available. So, while it's been amazing to serve way more students this year than last year, it has still felt like a time of rebuilding, literally and figuratively. Mentor RI has provided vital technical and financial support to help us through this challenging time. Mentor RI helped us bring back our volunteer mentor program, which was on ice during the 2020-21 and 2021-22 school years.

- Refugee Dream Center: I am very thankful for the Mentor RI for training I received. Recently, I did a coordinator training with Mentor RI. It was very helpful. I was able to use what I learned here to use for our youth program. For example, how to look for mentors and mentors matching and how to create a successful youth program.
- WattsNatural Tutoring: Latoya and I are VERY pleased with our program. The pairs are meeting and seem to be really enjoying their time together. One of my takeaways at the halfway point is for our organization to host a monthly event. We started having an event every other month, but felt like we were losing the important community piece
- What has been your greatest success since the beginning of the initiative, please describe what it was and the impact that it had on the mentors, mentees, or your organization as a whole?
 - Refugee Dream Center: Our mentors were able to help refugee youth apply for 15 colleges, and helping youth apply for scholarships.
 - WattsNatural Tutoring: Our biggest success has been seeing how we grow. Our mentees and mentors keep referring people and we keep growing. I also thoroughly enjoy seeing the bonds that are being built and getting stronger.
- What has been your biggest struggle so far in this initiative?
 - Refugee Dream Center: A lot of our student don't receive support especially when they become senior in high school. our youth struggle for being new in the country. Our mentor work closely with youth to make sure they succeed throughout the year. At the same time working with youth to make sure they apply for scholarships and colleges. One of our struggles is the lack of communication with schools, mentors reach out to school to know how best help the student and because of the lack of communication, these schools usually don't reply. They are also struggling with is transportation, lack of internet at home, Mentors Matching, and Laptops. Our mentors and Mentees struggle for transportation. Because of the cold, we cannot do activities outside or taking the bus in the cold. We usually use RDC van but it's not enough to support every youth. Another thing: we struggle with is Mentors Matching. Even though, we have a lot of mentors; but because some youth and mentors would complain about the matching. I want to thank Mentor RI for giving me appreciated training. For Example, I was able to use what I learned and apply it at the Refugee Youth Dream Program. I started matching youth with mentors, they like or have the same interest. Lastly, we have about three youth in our program. They are struggling because they don't have the internet and they can't do homework at home. The reason is because the parents cannot afford it. Currently, we are working to address and help our youth. In addition, we have 20 youth that don't have laptops, they cannot do homework at home. They are thankful to Mentor RI for supporting our youth by donating 10 Laptops to our youth program.
 - WattsNatural Tutoring: two mentors who have been inconsistent with their mentees. We are working very hard and carefully to find new matches for them.
 - Youth in Action: Timing and staff capacity. We want to offer so much more but realizing we only have so much capacity allocated, and we have a goal for this work so prioritizing those things and doing as much as we can on top of that.

Survey Completion Rates

- November: 82.35% (14/17 organizations)
- December: 58% (10/17 organizations)

Follow-up occurs individually to encourage participation and get the needed information for our reporting purposes.

Additional Survey Takeaways

- Some successes that have been reported are:
 - Alphas - held mentoring sessions that have been well attended and are revving up for some upcoming events. We have also made a few strategic partnerships with local nonprofits as well as re-entry and mentoring organizations to attract more mentors.
 - ALPHAs and mentors went to the Naismith Memorial Basketball Hall of Fame and the Boston Museum of Science. We partnered with Providence Boxing Gym, Gloves Up, Guns Down, to bring the ALPHAs to a session on physical activity, nonviolence, and conflict resolution
 - Refugee Dream Center - received 10 laptops from Mentor RI that we gave to our youth that needed it
 - Oasis International- Saturday, October 29, 2022, from 8:30 to 4:00 pm 12 of our youth attended The Warren Alpert Medical School at Brown University Black Men in White Coats Youth Summit. It was an exciting program for medical career exploration, mentorship and networking focusing on diversifying the future of health care. The keynote speaker is Dr Dale Okorodudu, founder of Black Men in White Coats. (<https://sites.brown.edu/blackmeninwhitecoats/>).
- Events hosted by the grantees:
 - Beautiful day - We had a great Mentor training on Oct. 25th. Our team of 3 staff worked collaboratively to plan and execute an interactive, informative training for 5 mentors.
 - Providence Sports & Leadership - Hosted a Homecoming event for PSL alumni Jeromy Pena at PTCA on 11/26. The special event was geared towards young people and the hard work it takes to achieve your dreams and master a skill. The day consisted of a private speaking event including pictures and autographs for current PSL student-athletes, PSL alumni and their families and friends. 200 people were in attendance the special event and just over 1500 people from New England attended the main event in the gym at PCTA and received local television coverage.
 - Winter Practice for kids under 14 began at the South Side Recreation Center the week of November 14th. Staffed by PSL co-Founder Kennedy Arias along with PSL Student-Athlete Alumni. On average there are 20 kids that show up with parents and relatives.
 - Alphas – Hosted a community service event on November 19 to give away turkeys to the Providence community.
 - RICJ - had its annual fundraiser event Wednesday December 7, 2022
 - Reentry Campus - a group activity to a Boston Celtics game November 4th
 - On Saturday, December 3, 2022, brought our mentors and mentees to Washington DC to visit the national African American Museum of history and culture. There was a total of 12 people in attendance. Conversations that took place on the bus ride to DC and back would have never occurred otherwise. The trip was a one-day event. Although everyone was exhausted, it was an amazing experience for both mentors and mentees as they explored together.
 - Oasis International - Oasis International African Center of RI Annual African Gala celebrating 30 years of continuous service to the community.
 - Manton Avenue Project: Had a playwriting weekend November 12 and 13 for the 5th grade musical. 5 mentors were mentees' dramaturges (helped students write their plays).
 - WattsNatural Tutoring - holiday potluck on December 17th
 - Inspiring Minds - coffee hour for volunteers on Nov 17th at 1:00 p.m.
 - New Urban Arts - 25th anniversary gala on October 14, and the room was full of lots of alumni from the history of the organization.
 - ASS20 - First Youth Open Mic since before the pandemic. Youth for the first time were able to perform and showcase work at our own stage, which is something that haven't been able to do in a while
 - Annual Thanksgiving dinner for youth, their families, and staff. Staff all brought/made dishes everyone to be in community with each other.
 - Fall Showcase Dec 15th 4-6pm at AS220 Mainstage. Youth showcase all the work they have created this fall in their classes and Future Worlds

- Challenges:
 - Beautiful day: Mentors are having difficulty making plans with Mentees occasionally - as refugees, their English is not strong sometimes; they are very busy with high school and internships; they are adolescents!
 - Alphas: Bringing young men together from different sides of town. Retaining the mentees in groups 18-24, but have established loose partnerships with several communities and are optimistic about the future programming for this age group.
 - New urban arts: Lots of sickness; students and mentors out.
 - Reentry campus: It's a holiday month and I see a few of the men stress because they are not able to give more for the holiday. Communication and timing for group activities due to work schedules is also an issue we're working through.
 - Oasis International: Attendance is a challenge because of schoolwork load and sport activities.
 - Providence Sports and Leadership: Not having a permanent location to consistently conduct programming.
 - RICJ: The building is cold, and we struggle with funding
 - WattsNatural Tutoring: We are having a hard time coming up with additional trainings that will be helpful for our mentors. They are asking for support trainings.

Testimonials:

PSL Alumni Jeremy Pena, just had the best rookie year in the history of Major League (IMG JPEG) Baseball. Jeremy is in the center of the team photo. (JP Team Photo) We will be honoring him this month stayed tuned for the announcement. The link is to a recent story where Jeremy talks about what PSL did for him. <https://www.pbs.org/video/sweet-spot-ww3e3a/> (Providence Sports and Leadership)

These young men that at one time wasn't sure but took a chance with this program where still on the edge of their life Decisions to return to the street life but due to the Consistent reminders from my mentors are now working, most of them. Enrolled for their GED and trying to follow the right path. They are a success to me. (Reentry Campus)

"When I was filling out the orange paper(The survey) when I got to the part about if they liked their time with me in the classroom three of the student said that they loved me and that they're so glad that I'm in their class."

"Today one of my students asked me if they were my friend because to them, I am their best friend! That made my day." (Inspiring Minds)

"Thank you so much to the volunteers. As a volunteer myself (AmeriCorps) I know that you have to have a good heart to do something like this. I respect you guys so much. My son was in a hard place with making friends and being anti-social. With this program, he feels so included and it's nothing but positivity so far. Thank you!" (Alphas)

"Love the program's goals and objectives." (Alphas)

"This program is amazing" (Alphas)

When asked about the changes since the beginning the program parents shared: "This program teaches mentees about respect, integrity, and how to be a successful man in today's society.", "Yes, my son is so happy when he comes home", "My son is more respectful since joining the program" (Alphas)

Student that joined us for group mentoring last year--well actually, his mother made him join us. When he first showed up, he had an ankle monitor due to some legal issues, and, while he eventually opened up to our team, he also told us that he was going to stop coming as soon as he got the monitor off. At some point, he got the monitor off, but he kept coming through the end of the school year, and he even did our summer program. But this fall, we didn't see him until last week, when he finally showed back up! It turned out that he had gone out for the football team at his school, which is huge because when we met him, he was not a "joiner" and not particularly interested in sports. So, the fact that he joined the team shows a lot of growth and then, as soon as the season was over, he came back to our mentoring programs!! (New Urban Arts)

Community of Practice

The Community of Practice meetings continue to occur on the third Tuesday of every month. During these meetings, at least one representative from each organization convenes to discuss a central topic. The meetings allow everyone to come together as a community to learn, collaborate, and lead. Thus far AS220, Center for Mediation and the Nonviolence Institute have facilitated our Community of Practice gatherings.

November 15th – Nonviolence Institute

- Topic: Beloved Community Model
 - The Nonviolence Institute Lead Trainer, Shane Lee, facilitated this session, to the Nonviolence Conflict Resolution Series.

December 20, 2022 – Community of Practice cancelled due to conflict in attendance scheduling during the holiday season.

Mentoring Team Leaders

To fully address each program's individual needs, MENTOR RI has separated each organization by the type of programming they are conducting. The group types have been assigned to a member of MENTOR RI's staff who meets monthly via zoom as a group and/or individually with each group member. The team leaders are Destiny Manston, Marisol Feliciano, and Ross Bouchard. During these meetings, the leaders facilitate conversations on the submitted surveys, provide technical assistance in recruitment, matching, mentor trainings, mentor/mentee activities, and guidance on next steps. We encourage the organizations to also use this time to collaborate, take inspiration, and exchange ideas/expertise with individuals that are doing similar work. On the second Thursday of every month, the three leaders meet to report on what was discussed in their group meetings. The organizations that are assigned to each group are:

- **Destiny Manston - Peer Mentoring**
 - Project Embrace
 - Reentry Campus
 - Youth Build Preparatory Academy
- **Ross Bouchard - One to One**
 - Beautiful Day
 - Inspiring Minds
 - Providence Sports & Leadership
 - Rhode Island Community and Justice
 - WattsNatural Tutoring * also conducts group mentoring
 - Youth In Action * also conducts group mentoring

- **Marisol Feliciano - Group Mentoring**
 - ALPHAS, Chad Brown Alumni Association/ North End Outreach
 - AS220
 - Beautiful Day
 - Center for Mediation
 - Manton Avenue Project * also conducts peer mentorship
 - New Urban Arts
 - Oasis International
 - Providence Sports & Leadership
 - Refugee Dream Center
 - WattsNatural Tutoring

Barriers and challenges

Communication continues to be challenging between some of our RATC programs and our MENTOR RI staff even after numerous attempts at reminding subgrantees to complete surveys and respond to emails requesting program deliverables data. To attempt to combat these issues, we have been reiterating the importance of the completion of tasks at every community meeting and have been sending communications to CEOs/ Executive Directors as well as the person that is managing the program when we need an immediate response.

We have moved to sending a prompting text and then an email. That has assisted some programs that have been late in submissions. Our other approach has been to verbalize the dire need for such deliverables of data reporting, for future funding awards. We also are being very transparent in sharing that late completion of program deliverables will result in a hold on 2nd (final) disbursement of funding. The majority of program coordinators have cited that there is not enough staff to do all the work, often resulting in a late submission.

RATC Program Coordinators feedback on Barriers and challenges they have experienced thus far,

“Scheduling with the RI Training School. It has been hard to have a consistent schedule given covid outbreaks and other interruptions. We must be reactive to this and therefore are challenged to provide consistent programming. We are working with them to find a better plan.” (Center for Mediation)

“Timing and staff capacity. We want to offer so much more but realizing we only have so much capacity allocated, and we have a goal for this work so prioritizing those things and doing as much as we can on top of that.” (Youth In Action)

“I think our biggest struggle has been two mentors who have been inconsistent with their mentees. We are working very hard and carefully to find new matches for them.” (WattsNatural Tutoring)

“One of the things we are struggling with is transportation, lack of internet at home, Mentors Matching, and Laptops. Our mentors and mentees struggle for transportation. Because of the cold, we cannot do activities outside or taking the bus in the cold. We usually use RDC van but it’s not enough to support every youth. Lastly, we have youth in our program that are struggling because they don’t have internet and they can’t do homework at home. The reason is because the parents cannot afford it. Currently we are working to address and help out our youth” (Refugee Dream Center)

“Biggest challenge remains retention for the older group of mentees, we have considered meeting virtually to accommodate their varying schedules” (ALPHAS/NEO/CBAA)

“Attendance is a challenge because of schoolwork load and sport activities” (Oasis International)

Successes

Our RATC Programs continue to grow and are eager to enhance their current programming. They understand the need to incorporate best practices into their work. The TA provided allows for further conversation growth into what each of their programs aspires to be. The best feedback to showcase the program's successes is directly from the program coordinators. See below.

RATC Program Coordinators feedback on their program experiences,

"We enjoyed the open forum to share out the accomplishments and struggles that each program celebrated and encountered. The transparency allowed us to feel in community with the other grant recipients." (ALPHAS, NEO/CBAA)

"These young men that at one time wasn't sure but took a chance with this program where still on the edge of their life Decisions to return to the street life but due to the consistent reminders from my mentors are now working, most of them enrolled for their GED and trying to follow the right path. They are a success to me." (Reentry Campus)

"132 hours of mentorship since November 2022" (WattsNatural Tutoring)

"When I was filling out the orange paper (The survey) when I got to the part about if they liked their time with me in the classroom three of the students said that they loved me and that they're so glad that I'm in their class." "Today one of my students asked me if they were my friend because to them, I am their best friend! That made my day." (Inspiring Minds)

"I believe the success comes from when we have a young man that's on parole and probation and finish their parole and probation terms, and still want to continue with the program. That shows that the mentors and mentees grow a connection that they want to continue." (Reentry Campus)

"The feedback from the students has been our greatest success. They have shared that they look at conflict differently and have strategies for mor positive communication." (Center for Mediation)

"The pairs are meeting and seem to be really enjoying their time together. One of my takeaways at the halfway point is for our organization to host a monthly event. We started having an event every other month but felt like we were losing the important community piece." (WattsNatural Tutoring)

"So, while it's been amazing to serve way more students this year than last year, it has felt like a time of rebuilding, literally and figuratively. Mentor RI has provided vital technical and financial support to help us through this challenging time. Mentor RI helped us bring back our volunteer mentor program, which was on ice during the 2020-21 and 2021-2022 school years." "Relaunching our volunteer program has been a huge victory, and it has been great for the mentors themselves as well as the morale of our staff to have the energy of volunteers back in the space." (New Urban Arts)

"I learned through Mentor RI training how to build a relationship between mentors, and mentees. In the past months, I informed Mentor RI; how were struggling in our program finding mentors. As a new staff at Refugee Youth Dream Center, I was able to sign up to attend workshops and training. This helped me turn our program into a success by identifying great mentors that will be a great match with our refugee youth." (Refugee Dream Center)

In conclusion:

We are pleased with the progress made by the cadre of funded organizations to date. We are continuing to support them through monthly meetings, individual check-ins and relentless follow-up for missing items. We are awaiting financial updates from each organization including 1) budget to actual profit and loss statements, 2) copies of payroll journals for covered staff members, and 3) copies of receipts for expenses. As those documents are provided, we will release the 2nd (final) installment of their grant.

We look forward to the opportunity to continue this important work!!!