
Welcome to the Canadian Survey of Youth Development and Mentoring Organizations!

Does your school or organization offer programs, supports, or services to youth ages 6-29 that focus on nurturing their development and developing empowering relationships with adults or their peers?

If **YES**, your organization is invited to participate in a survey as part of *The State of Mentoring Research Initiative*, a research study being conducted by the [Canadian Mentoring Partnership \(CMP\)](#). The Canadian Mentorship Partnership is a national coalition of youth serving organizations founded in 2019 by Big Brothers Big Sisters of Canada, the Alberta Mentoring Partnership, and the Ontario Mentoring Coalition. Big Brothers Big Sisters of Canada (BBBSC) is the CMP's legal entity.

Help build a strong, evidence-supported, practitioner-driven youth mentoring movement in Canada!

Have you ever wondered...

- How many young people in Canada had a person they would consider a mentor while growing up?
- If mentoring makes a difference in the lives of Canada's young people? If it does, how many young people wanted or needed a mentor yet never had access to one?
- How many children and youth are on waitlists for a mentor?
- What are the most pressing challenges facing youth-serving organizations that work in the area of mentoring?

What could your organization do with the answers to these questions?

What could we accomplish together?

CMP is currently conducting national surveys of youth 18-30 years old across Canada and youth-serving organizations **like yours** to answer some of these questions.

We need organizations such as yours to share information about programs and services to study Canada's mentoring landscape.

This survey will take about **20-30 minutes**. It asks basic questions about your organization, the youth development and/or mentoring programs/services you offer and, for organizations offering one or more *dedicated mentoring programs*, more detailed questions about these programs.

Concerned about sharing information about your organization and your programs and services with CMP? We understand. That's why we've taken the following steps:

- We've contracted the **Social Research and Demonstration Corporation (SRDC)**, a Canadian non-profit, non-partisan research organization to **carry out the survey on behalf of the CMP and to hold the data**.
- SRDC will only provide CMP and its founding partners (the Alberta Mentoring Partnership, the Ontario Mentoring Coalition, and Big Brothers and Big Sisters of Canada) with **aggregate results with no identifying information** that could be used to identify individual organizations participating in the survey.

- At CMP, we're also **committed to sharing the findings back with organizations**, to help build the mentoring movement, to support organizations like yours to build the case for more and better mentoring programs, to advocate for more funding, and to spread the word about the power of mentoring in Canada.
- **Participating organizations will be the first to be invited to take part in an interactive webinar** to hear about and reflect on the findings and insights from the study, and you can provide input into other ways your organization and CMP can put the study's findings to use.
- **You'll be among the first to receive the full report** with national-level findings in Fall 2020. With high response rates, CMP will also endeavor to produce and share provincial/territorial or local results you can use on their own or in comparison with national results to advocate for your program.

Complete the survey by **September 4, 2020 at 11:59PM PST** and your organization will be entered into the draw to **win one of five \$1000 prizes**. Complete the survey before the early bird deadline on **June 19, 2020 at 11:59PM PST** and your organization will receive one additional entry into the draw. See the **Draw Rules** file for more details.

Please take time to read and review the information on the next page before providing your organization's consent to participate. Note that participation is completely voluntary.

INSTRUCTIONS, TIPS, and FREQUENTLY ASKED QUESTIONS BEFORE GETTING STARTED

We recommend that you complete this survey on a computer or laptop, rather than a phone or tablet.

- ❖ **Not sure if this survey is right for your program, service, or organization?** *Are you... an organization or service provider in Canada? This includes non-profits, schools/school boards, postsecondary institutions, government agencies, employers? Do you serve youth between the ages of 6-29? Do you offer programs, services or supports that foster the development of positive relationships between youth and adults and/or their peers? This includes in-person or online/web-based. Does your program or service focus on one or more youth development domains? If you answer YES to any of these questions, we'd love to hear from you!*
- ❖ **Estimated survey completion time...** *About 20-30 minutes. Organizations offering multiple mentoring programs or services may take slightly longer should you choose to answer the questions for more than one program.]*
- ❖ **Who from your organization should fill out the survey?** Because of the diverse information needed, we recommend that an Executive Director, Program Coordinator, or similar leadership position complete the survey. *Please make sure that only one person from your organization fills this out.*
- ❖ **Preparing information in advance...** The survey asks basic questions about a) your organization (Section 1) and b) the youth development and/or mentoring programs/services offered (Section 2). The survey will be easier to complete if you have the following information handy:
 - Total number of youth served by your organization's dedicated mentoring program(s)/service(s) (if applicable), and breakdown by various subgroups (optional)
 - Number of youth on waitlists and breakdown by various subgroups (optional)
 - Number of mentors, and breakdown by various subgroups (optional)
- ❖ **Want a printable version of the survey?** To help organizations collect the data needed for the survey, click here [email link to Christina] to request a printable version of the survey. If you would rather complete the survey offline, you can mail or email a completed survey to:

Social Research and Demonstration Corporation (SRDC)

c/o Dr. Christina Hackett

55 Murray Street, suite 400

Ottawa, ON K1N 5M3

Email: chackett@srdc.org

- ❖ **Saving survey responses as you go...** If needed, you can come back to the survey later and continue from where you left off, either by leaving the survey window or tab open, or by clicking the link again on the same computer and browser you were using previously. *If you would like to use this option, please make sure you have cookies enabled on your browser.*
- ❖ **Required questions...** All survey questions require a response. However, options such as *Does not apply*, *Don't know*, or *Prefer not to answer* are available for each question.
- ❖ **Download survey responses...** Once you've submitted your responses, you'll have the option of opening a new tab with your completed responses, for your records.
- ❖ **Data storage and use...** SRDC is collecting information using VoxCo – an online survey software with servers located in Canada. Data from the service provider survey will be accessible by named staff only at SRDC. SRDC will share aggregate, anonymized survey data with CMP using Nextcloud, a secure online file-sharing software with servers located in Canada. Data will be destroyed by SRDC by July 31, 2025 (5 years after the end of the project). Once stored at SRDC, your information will be in a password protected file, and no one except named SRDC staff will have access to it.
- ❖ **What are your rights?** Your organization's participation is completely voluntary, which means you can say yes or no, choose not to answer any question for any reason, or decide to exit the survey at any time. If you decide to withdraw your organization from the study, you can choose to have your responses and information about the organization you are responding on behalf of still included in the analysis, or have all your information deleted immediately. Please contact CMP at the number provided below.]
- ❖ **What are the risks and benefits of participating?** We hope by participating in the survey your organization can provide valuable input that can help us to understand – and then tackle – the mentoring “gap” in Canada. CMP seeks to increase the quantity and quality of mentoring available to all young people in need. We do not anticipate any risks to you or your organization by participating in the survey.

In addition to the above benefits and a chance to win one of the cash prizes for your organization/program, you'll be invited to hear about the study's findings in an interactive webinar and be among the first to receive the full report with national-level findings, in Fall 2020. With high response rates, CMP will also endeavor to produce and share provincial/territorial or local results you can use on their own or in comparison with national results to advocate for your program.

- ❖ **Got questions? Get in touch with CMP.**

Dr. Véronique Church-Duplessis

Director of Research and Evaluation

1-800-263-9133 ext. 62

Veronique.church-duplessis@mentoringcanada.ca

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Managing Director

1-800-263-9133 ext. 50
Stacey.dakin@mentoringcanada.ca

You may also contact the study's Principal Investigator, Dr. Christina Hackett, at SRDC:
Toll-free: 1-866-896-7732, ext. 2249 Email: chackett@srdc.org

By selecting the checkbox below, you agree to participate in the research study and have your survey responses inform the findings. If you decide at any time during the survey that you no longer want to participate, you are free to exit the survey early.

- I hereby consent to participate in this survey.
- No, I do not want to proceed. [Note: If you do not want to proceed, please stop here.]

SECTION 1: Contact Information

1. What is the name of your organization? _____
2. What is your organization's mailing address? Notes: Only used for survey completion purposes. Canadian organizations only. This question refers to your organization's administrative centre and not delivery or service locations. Regions of delivery or service locations will be asked later. If your organization does not have a mailing address, select Does not apply.

- 2a. Number and street: _____
- 2b. City: _____
- 2c. Province or territory: _____
- 2d. Postal code: _____

- Does not apply

2d1. Reason for no mailing address: _____

[Note: If your organization is outside of Canada, please proceed to Section 6: Outside Canada]

3. Your name (only used for survey completion purposes): _____
4. Your email address (only used for survey completion purposes): _____

4a. (Optional) Please provide an alternate email address, preferably your organization's general email (e.g., info@orgname.com) (used only if primary email address above is no longer active):

5. What is your position in the organization?
 - Executive Director/President
 - Program Director/Coordinator/Manager
 - Case Manager/Match Support
 - Administrative Staff
 - Other, specify: _____
 - Does not apply
 - Don't know

Prefer not to answer

SECTION 2: Organization and Basic Program Questions

This section collects basic information about the organization primarily responsible for delivering your youth development and/or youth mentoring program(s)/service(s). This will help CMP better understand the types of organizations responsible for implementing youth development and/or mentoring programs/services, as well as the other services they might offer youth and families, either directly or through a larger parent organization.

A number of survey questions ask information about the activities delivered and youth served in the last fiscal year. If your fiscal year ends in December, your reference period for the survey will be January-December 2019. If, however, your fiscal year ends in March, your reference period will be April 2019-March 2020.

A word about COVID-19: *At CMP, we know your organization and the programs and services you deliver to youth have likely been significantly affected due to the recent COVID-19 pandemic. When answering the survey questions, we ask that the information you share about your organization, programs and services you deliver, and the youth you serve reflects the situation prior to the COVID-19 pandemic. This is to help ensure that survey findings remain reflective of pre-COVID-19 delivery levels and practices and are not unduly influenced by the measures taken by organizations during this exceptional time.*

For example, if your organization's last fiscal period was April 2019-March 2020, and COVID-19 affected your operations or programming in the last few months of this period, please report information that best reflects what would have likely occurred in the absence of COVID-19.

6. Our organization is a... (select all that apply)

- Nonprofit
- Registered charity
- Elementary or secondary school/board
- Higher education institution
- Health care organization
- Government agency
- Religious organization
- For-profit company
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

7. What services or programs does your organization (or a larger parent organization you are under) provide to youth and/or families? *Select all that apply.*

- Academic support
- After school/daycare
- Case management
- Career readiness
- College or university readiness
- Drop in centre/homeless/shelter services
- Education (Primary or Secondary school)
- Employment or training
- Empowerment/leadership development

- Foster care or services for foster youth
- Immigrant and Newcomer
- Independent living/transition-aged youth
- Medical/healthcare
- Mental health prevention and wellness
- Mentoring
- Outpatient psychological treatment
- Positive youth development
- Pregnancy prevention
- Psychological counselling
- Residential or inpatient psychological treatment
- Services for First Nations, Métis, and/or Inuit (Inuk) youth
- Services for youth who identify as LGBTQ2S+
- Service learning/volunteerism
- Juvenile justice-involved youth
- Pregnant and parenting teens
- Youth living with disabilities
- Substance use disorder prevention or treatment
- Violence prevention
- Workforce development
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

The next few questions ask about the number of individual or distinct youth development programs your organization offers. We also ask how many of these programs are a) dedicated mentoring programs, or b) youth development programs that include a mentoring service.

IMPORTANT: Is it a mentoring program or a mentoring service?

Mentoring program: A structured set of related activities and/or services to respond to the needs of a specific target group, usually over an extended timeframe, that are directly tied to or in support of, or *dedicated to*, the main goals of mentoring. Mentoring is a primary – though not necessarily the only – change mechanism through which program outcomes are expected to occur.

A mentoring program may have one or more mentoring activities or services, as it may also have one or more non-mentoring activities or services, as long as these latter work in support of mentoring goals.

Mentoring service: An organization may not offer a dedicated mentoring program but may offer services or activities that incorporate mentoring approaches. In other words, mentoring services are complementary, but not central, to how the primary program goals are expected to be achieved.

A mentoring service would also include programs where a mentoring relationship is not excluded from forming but it is not an explicit or intended goal.

If you need help distinguishing between programs and services, please email us at Veronique.church-duplessis@mentoringcanada.ca.

8. How many individual or distinct youth development programs does your organization offer?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more
- Other, specify: _____
- Does not apply [Note: Please proceed to Section 4: Thank You]
- Don't know
- Prefer not to answer

8a. Of the distinct youth development program(s) offered by your organization, we would like to understand if and how these programs integrate mentoring.

Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them (Search Institute).

Do any of these programs integrate mentoring?

- Yes
- No, BUT at least one program focuses on developmental relationships [Note: Please proceed to question 17]
- No, none of these programs integrate any mentoring or developmental relationships [Note: Please proceed to Section 4: Thank You]
- Does not apply [Note: Please proceed to Section 4: Thank You]
- Don't know
- Prefer not to answer

8a1. How many of these programs are dedicated mentoring programs (enter a number)?

8a2. How many of these programs include mentoring as part of a service (enter a number)?

The next questions ask you to describe the characteristics of the children and youth currently receiving mentoring programs and services at your organization.

We recognize these categories do not capture all groups' experiences, but this data will provide an important high-level snapshot of children and youth served by mentoring programs/services.

9. Using the cards below, please drag and drop tiles to identify the **primary intended target groups** of youth for your mentoring programs/services (i.e. the groups of youth your mentoring programs/services are designed for).

Primary target group #1	Primary target group #2	Primary target group #3

Cards:

- General youth population
- Indigenous youth (First Nations, Métis or Inuk (Inuit))
- Youth living in rural or remote communities
- Ethnocultural or racialized youth (non-Indigenous)
- LGBTQ2S+ community (e.g., gender & sexual minorities; trans umbrella)
- Newcomer youth
- Youth with mental health needs
- Youth living with disabilities
- Youth in foster, residential, or kinship care
- Academically at-risk youth
- Youth not in employment, education, or training (NEET)
- Youth living in poverty
- Justice involved youth
- Does not apply
- Don't know
- Prefer not to answer

- 9a. Are there any other target groups not listed above which you consider primary intended target groups of youth?

10. Thinking about all the youth development programs offered by your organization, how many children and youth total received mentoring programs/services last fiscal year?

10a. How many youth were in dedicated mentoring program(s) (enter number)?:

10b. How many youth were in program(s) that included mentoring as a service (enter number)?:

- Does not apply
- Don't know
- Prefer not to answer

11. Please indicate the proportion of children and youth who received mentoring programs/services through your organization last fiscal year?

11a. Mentored youth, by age	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
6-11 years old	<input type="radio"/>						
12-18 years old	<input type="radio"/>						
19 – 24 years old	<input type="radio"/>						
25 or older	<input type="radio"/>						

11b. Mentored youth, by gender identity	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Girl/young woman	<input type="radio"/>						
Boy/young man	<input type="radio"/>						
Non-binary	<input type="radio"/>						
Two-spirit or other cultural gender minority	<input type="radio"/>						

*Important note: Recognizing that youth can fall into multiple categories, totals across categories in the following tables **can exceed 100%**. For example, youth may both live in poverty and display mental health needs.*

11c. Mentored youth, by other subgroup	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Indigenous	<input type="radio"/>						
Newcomer	<input type="radio"/>						
Visible minority (non-Indigenous)	<input type="radio"/>						
LGBTQ2S+	<input type="radio"/>						
Mental health needs	<input type="radio"/>						
Youth living with disabilities	<input type="radio"/>						
Youth in foster, residential, or kinship care	<input type="radio"/>						
Academically at-risk	<input type="radio"/>						
Not in employment, education, and training (NEET)	<input type="radio"/>						
Living in poverty	<input type="radio"/>						
Justice involvement	<input type="radio"/>						

11c1. If you'd like, you can also provide a more granular break-down of the proportion of all youth who received programs/services last fiscal year who were Indigenous. If you'd like to skip this question, no answer is required, please click the next button to proceed.

11c1. Indigenous youth served	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
First Nations youth	<input type="radio"/>						
Métis youth	<input type="radio"/>						
Inuk (Inuit) youth	<input type="radio"/>						
Other (specify): _____							

11c2. If you'd like, you can also provide a more granular break-down of the proportion of all youth who received programs/services last fiscal year who belonged to a visible minority group. If you'd like to skip this question, no answer is required, please click the next button to proceed.

11c2. Visible minority youth served	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
South Asian (e.g., East Indian, Pakistani, Sri Lankan)	<input type="radio"/>						
Chinese	<input type="radio"/>						
Black	<input type="radio"/>						
Filipino	<input type="radio"/>						
Latin American	<input type="radio"/>						
Arab	<input type="radio"/>						
Southeast Asian (e.g., Vietnamese, Cambodian, Malaysian, Laotian)	<input type="radio"/>						
West Asian (e.g., Iranian, Afghan)	<input type="radio"/>						
Korean	<input type="radio"/>						
Japanese	<input type="radio"/>						
Other (specify): _____	<input type="radio"/>						

12. Are there currently children and/or youth on a waitlist to receive mentoring programs/services at your organization?

- Yes
- No [Note: Please proceed to question 13]
- Our organization does not keep a waitlist [Note: Please proceed to question 13]
- Our organization does not keep a waitlist but demand for our mentoring services exceeds our capacity [Note: Please proceed to question 13]
- Does not apply [Note: Please proceed to question 13]
- Don't know [Note: Please proceed to question 13]
- Prefer not to answer [Note: Please proceed to question 13]

12a. Please indicate how many children and/or youth total are currently on this waitlist?

12b. Of these children and/or youth on the waitlist, please indicate the proportion in each of the following categories:

12b1. By age	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
6-11 years old	<input type="radio"/>						
12-18 years old	<input type="radio"/>						
19 – 24 years old	<input type="radio"/>						
25 or older	<input type="radio"/>						

12b2. By gender identity	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Girl/young woman	<input type="radio"/>						
Boy/young man	<input type="radio"/>						
Non-binary	<input type="radio"/>						
Two-spirit or other cultural gender minority	<input type="radio"/>						

12b3. By other subgroup	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Indigenous	<input type="radio"/>						
Newcomer	<input type="radio"/>						
Visible minority (non-Indigenous)	<input type="radio"/>						
LGBTQ2S+	<input type="radio"/>						
Mental health needs	<input type="radio"/>						
Youth with disabilities							
Youth in foster, residential, or kinship care	<input type="radio"/>						
Academically at-risk							
Not in employment, education, or training (NEET)	<input type="radio"/>						
Living in poverty	<input type="radio"/>						
Justice involvement	<input type="radio"/>						

12b3i. If you'd like, you can also provide a more granular break-down of the proportion of all youth on a waitlist who were Indigenous. If you'd like to skip this question, no answer is required, please click the next button to proceed.

Indigenous youth on a waitlist	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
First Nations youth	<input type="radio"/>						
Métis youth	<input type="radio"/>						
Inuk (Inuit) youth	<input type="radio"/>						
Other (specify): _____							

12b3ii. If you'd like, you can also provide a more granular break-down of the proportion of all youth on a waitlist who belonged to a visible minority group. If you'd like to skip this question, no answer is required, please click the next button to proceed.

Visible minority youth on a waitlist	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
South Asian (e.g., East Indian, Pakistani, Sri Lankan)	<input type="radio"/>						
Chinese	<input type="radio"/>						
Black	<input type="radio"/>						
Filipino	<input type="radio"/>						
Latin American	<input type="radio"/>						
Arab	<input type="radio"/>						
Southeast Asian (e.g., Vietnamese, Cambodian, Malaysian, Laotian)	<input type="radio"/>						
West Asian (e.g., Iranian, Afghan)	<input type="radio"/>						
Korean	<input type="radio"/>						
Japanese	<input type="radio"/>						
Other (specify): _____	<input type="radio"/>						

13. How many mentors were involved in providing mentoring programs/services last fiscal year (enter number)?

- _____
- Does not apply
 - Don't know
 - Prefer not to answer

13a. Of the mentors in your programs in the last fiscal year, please indicate the proportion in each of the following categories:

By gender identity	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Woman	<input type="radio"/>						
Man	<input type="radio"/>						
Non-binary	<input type="radio"/>						
Two-spirit or other cultural gender minority	<input type="radio"/>						

13b. Are there currently mentors waiting to be matched with a mentee?

- Yes
- No
- Our organization does not keep a waitlist
- Does not apply
- Don't know
- Prefer not to answer

13b1. If yes, of the mentors on the waitlist, please indicate the proportion in each of the following categories:

13b1. By gender identity	≤25%	26-50%	51-75%	76-100%	Don't know	Does not apply	Prefer not to answer
Woman	<input type="radio"/>						
Man	<input type="radio"/>						
Non-binary	<input type="radio"/>						
Two-spirit or other cultural gender minority	<input type="radio"/>						

14. How many hours of training are mentors expected to receive prior to coming into contact with program youth?

- Less than 1 hour
- 1-1.99 hours
- 2-2.99 hours
- 3-4.99 hours
- 5 hours or more
- No pre-match training
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

15. **On average, how frequently do mentors have support contact with program coordinators or staff (e.g., supervision, check-ins, supplemental training, etc.)?**

- No post-match support contact occurs
- Less than 1 post-match support contact per month
- 1 post-match support contact per month
- 2-4 post-match support contacts per month
- More than 4 post-match support contacts per month
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

16. **Do program mentors receive payment?**

- Yes
- No
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

Youth Development Relationships

CMP is interested in learning more about the prevalence and scope of youth programs/services that focus on mentoring and/or developmental relationships (*hover text: Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them (Search Institute)*) and supports for young people across Canada.

The following set of questions will help us get a better sense of the prevalence of youth development programs that incorporate elements of youth mentoring.

17. **Please choose up to three programs that incorporate mentoring and/or developmental relationships with young people.** If your organization offers more than three programs meeting these criteria, please select the three programs that most represent your work in mentoring and/or developmental relationships.

For each program, you will be asked to indicate the extent to which your organization would identify it as one that incorporates mentoring.

Pick the option(s) that best describe the youth development program(s) offered by your organization.

- 17a. **Program name 1:** _____
Program name 2: _____
Program name 3: _____

Please answer the following questions about Program 1.

17b. Pick the option that best describes this program's emphasis on mentoring:

- Dedicated youth mentoring program
- Not a youth mentoring program but does offer mentoring as a service
- Not a mentoring program or service but does include developmental relationships
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17c. Program type (select all that apply)

- Out-of-school enrichment program
- Career-readiness/youth employment program
- Community youth/teen centre
- Sports and recreation program
- Arts and culture program
- In-school-enrichment program
- Faith-based program
- Other: _____
- Does not apply
- Don't know
- Prefer not to answer

17d. What is the primary target age group? (select all that apply)

- 6 - 11 year olds
- 12 - 18 year olds
- 19 - 24 year olds
- 25 or older
- Does not apply
- Don't know
- Prefer not to answer

17e. Is this program targeting a specific subpopulation of youth?

- Yes, specify: _____
- No
- Does not apply
- Don't know
- Prefer not to answer

17f. What is the average adult to youth ratio in the program?

- 1 adult: 1 youth
- 1 adult : 2 youth
- 1 adult : 3 or more youth
- 2 or more adults : 1 youth
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17g. In the last fiscal year, how many youth were served or supported (enter number)?

17h. How many years has your organization been offering this program?

- Less than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Does not apply
- Don't know
- Prefer not to answer

17i. By clicking and dragging the cards below, please choose and rank up to 5 core youth outcome areas for Program 1 in descending order of importance, with the most important or central outcome at the top.

- Academic enrichment
- Bullying prevention
- Career exploration/job readiness/employability
- Civic engagement
- College or university access and/or completion
- Educational attainment/direct academic support
- Family support
- General youth development (whole child)
- Identity development (strengthening connection to race or ethnic, religious, cultural, or social groups)
- Indigenous identity development
- Juvenile justice/re-entry
- Leadership development
- Life skills/social skills
- Literacy
- Mental health and well-being
- Positive health behaviours
- Pregnancy prevention
- Providing a developmental relationship between a young person and an adult
- Recreational activities/hobbies/arts
- Resiliency

- STEM education (science/technology/math/engineering)
- Substance use/abuse
- Violence prevention/reductions in aggression
- Other
- Does not apply
- Don't know
- Prefer not to answer

17i1. Are there any other youth outcome areas for Program 1 that you consider as core to the program/service, but were not listed?:

Please answer the following questions about Program 2, if you identified a second program.

17b. Pick the option that best describes this program's emphasis on mentoring:

- Dedicated youth mentoring program
- Not a youth mentoring program but does offer mentoring as a service
- Not a mentoring program or service but does include developmental relationships
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17c. Program type (select all that apply)

- Out-of-school enrichment program
- Career-readiness/youth employment program
- Community youth/teen centre
- Sports and recreation program
- Arts and culture program
- In-school-enrichment program
- Faith-based program
- Other: _____
- Does not apply
- Don't know
- Prefer not to answer

17d. What is the primary target age group? (select all that apply)

- 6 - 11 year olds
- 12 - 18 year olds
- 19 - 24 year olds
- 25 or older
- Does not apply
- Don't know
- Prefer not to answer

17e. **Is this program targeting a specific subpopulation of youth?**

- Yes, specify: _____
- No
- Does not apply
- Don't know
- Prefer not to answer

17f. **What is the average adult to youth ratio in the program?**

- 1 adult: 1 youth
- 1 adult : 2 youth
- 1 adult : 3 or more youth
- 2 or more adults : 1 youth
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17g. **In the last fiscal year, how many youth were served or supported (enter number)?**

17h. **How many years has your organization been offering this program?**

- Less than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Does not apply
- Don't know
- Prefer not to answer

17i. **By clicking and dragging the cards below, please choose and rank up to 5 core youth outcome areas for Program 2 in descending order of importance, with the most important or central outcome at the top.**

- Academic enrichment
- Bullying prevention
- Career exploration/job readiness/employability
- Civic engagement
- College or university access and/or completion
- Educational attainment/direct academic support
- Family support
- General youth development (whole child)
- Identity development (strengthening connection to race or ethnic, religious, cultural, or social groups)
- Indigenous identity development
- Juvenile justice/re-entry
- Leadership development

- Life skills/social skills
- Literacy
- Mental health and well-being
- Positive health behaviours
- Pregnancy prevention
- Providing a developmental relationship between a young person and an adult
- Recreational activities/hobbies/arts
- Resiliency
- STEM education (science/technology/math/engineering)
- Substance use/abuse
- Violence prevention/reductions in aggression
- Other
- Does not apply
- Don't know
- Prefer not to answer

17i1. Are there any other youth outcome areas for Program 2 that you consider as core to the program/service, but were not listed?:

Please answer the following questions about Program 3, if you identified a third program.

17b. Pick the option that best describes this program's emphasis on mentoring:

- Dedicated youth mentoring program
- Not a youth mentoring program but does offer mentoring as a service
- Not a mentoring program or service but does include developmental relationships
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17c. Program type (select all that apply)

- Out-of-school enrichment program
- Career-readiness/youth employment program
- Community youth/teen centre
- Sports and recreation program
- Arts and culture program
- In-school-enrichment program
- Faith-based program
- Other: _____
- Does not apply
- Don't know
- Prefer not to answer

17d. What is the **primary** target age group? (select all that apply)

- 6 - 11 year olds
- 12 - 18 year olds
- 19 - 24 year olds
- 25 or older
- Does not apply
- Don't know
- Prefer not to answer

17e. Is this program targeting a specific subpopulation of youth?

- Yes, specify: _____
- No
- Does not apply
- Don't know
- Prefer not to answer

17f. What is the average adult to youth ratio in the program?

- 1 adult: 1 youth
- 1 adult : 2 youth
- 1 adult : 3 or more youth
- 2 or more adults : 1 youth
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

17g. In the last fiscal year, how many youth were served or supported (enter number)?

17h. How many years has your organization been offering this program?

- Less than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Does not apply
- Don't know
- Prefer not to answer

17i. By clicking and dragging the cards below, please choose and rank up to 5 core youth outcome areas for Program 3 in descending order of importance, with the most important or central outcome at the top.

- Academic enrichment
- Bullying prevention
- Career exploration/job readiness/employability
- Civic engagement
- College or university access and/or completion
- Educational attainment/direct academic support
- Family support
- General youth development (whole child)
- Identity development (strengthening connection to race or ethnic, religious, cultural, or social groups)
- Indigenous identity development
- Juvenile justice/re-entry
- Leadership development
- Life skills/social skills
- Literacy
- Mental health and well-being
- Positive health behaviours
- Pregnancy prevention
- Providing a developmental relationship between a young person and an adult
- Recreational activities/hobbies/arts
- Resiliency
- STEM education (science/technology/math/engineering)
- Substance use/abuse
- Violence prevention/reductions in aggression
- Other
- Does not apply
- Don't know
- Prefer not to answer

17i1. Are there any other youth outcome areas for Program 3 that you consider as core to the program/service, but were not listed?:

18. For the following questions, pick the options that best describe the youth development program(s) offered by your organization.

A word about COVID-19: When answering the questions below, please share information that reflects your organization, the programs and services you delivered, and the youth you served prior to the COVID-19 pandemic.

For example, if your organization's last fiscal period was April 2019-March 2020, and COVID-19 affected your operations or programming in the last few months of this period, please report information that best reflects what would have likely occurred in the absence of COVID-19.

Answer the following questions about Program 1...

18a. Number of program sites or locations (enter number): _____

18b. In which provinces and/or territories are these delivery sites or locations? (Select all that apply)

- Pan-Canadian
- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18c. Would you consider the location of your services as... (Select all that apply)

- Urban
- Suburban
- Rural
- Remote
- On-reserve
- On a Métis settlement region
- Within Inuit Nunangat
- Online
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18d. Please describe the **primary mentoring model**.

- One-to-one (one adult mentor meeting in person with one mentee)
- Group mentoring (one or several adult mentors working with a group of mentees)
- Blended one-to-one and group (adult mentors and their mentees do both group and one-to-one activities)
- Team mentoring (several mentors working with one mentee)
- Cross-age peer mentoring (older youth mentoring younger children, either one-to-one or group)
- E-mentoring (adult mentors and mentees meet/exchange messages primarily online/virtually)
- Other, specify: _____
- Does not apply

- Don't know
- Prefer not to answer

18e. **Where do mentors and mentees meet most often?** Choose all that apply.

- Out in the general community
- Elementary or secondary school (during day)
- Afterschool program
- Higher education institution
- Community centre
- Nonprofit organization
- Religious facility
- Juvenile justice facility
- Other residential facility
- Worksite
- Real-time/live virtual exchanges (e.g., telephone, video chat, instant messaging)
- Non-simultaneous virtual exchanges (e.g. SMS, email)
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18f. **What is the expected frequency for mentors to meet with mentees?**

- More than once a week
- Weekly
- 2-3 times a month
- Monthly
- No expectation or requirement
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18g. **What is the length of your program/service?**

- Less than 1 week
- 1-4 weeks
- 5-8 weeks
- 9-11 weeks
- 3-6 months (e.g., semester or term)
- 7-11 months (e.g., academic year)
- One year
- Over a year
- No fixed term
- Does not apply
- Don't know

- Prefer not to answer

18h. **Roughly what percentage of mentor-mentee relationships met the minimum length of commitment in the last year?**

For group mentoring programs, estimate the percentage of youth who participated in their groups for the minimum amount of time.

- Less than 25%
- 25-50%
- 51-75%
- 76-90%
- More than 90%
- Does not apply
- Don't know
- Prefer not to answer

Answer the following questions about Program 2, if you identified a second program...

18a. **Number of program sites or locations (enter number):** _____

18b. **In which provinces and/or territories are these delivery sites or locations?** (Select all that apply)

- Pan-Canadian
- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18c. **Would you consider the location of your services as...** (Select all that apply)

- Urban
- Suburban
- Rural
- Remote
- On-reserve
- On a Métis settlement region
- Within Inuit Nunangat
- Online
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18d. **Please describe the primary mentoring model.**

- One-to-one (one adult mentor meeting in person with one mentee)
- Group mentoring (one or several adult mentors working with a group of mentees)
- Blended one-to-one and group (adult mentors and their mentees do both group and one-to-one activities)
- Team mentoring (several mentors working with one mentee)
- Cross-age peer mentoring (older youth mentoring younger children, either one-to-one or group)
- E-mentoring (adult mentors and mentees meet/exchange messages primarily online/virtually)
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18e. **Where do mentors and mentees meet most often?** Choose all that apply.

- Out in the general community
- Elementary or secondary school (during day)
- Afterschool program
- Higher education institution
- Community centre
- Nonprofit organization
- Religious facility
- Juvenile justice facility
- Other residential facility
- Worksite
- Real-time/live virtual exchanges (e.g., telephone, video chat, instant messaging)
- Non-simultaneous virtual exchanges (e.g. SMS, email)
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18f. What is the expected frequency for mentors to meet with mentees?

- More than once a week
- Weekly
- 2-3 times a month
- Monthly
- No expectation or requirement
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18g. What is the length of your program/service?

- Less than 1 week
- 1-4 weeks
- 5-8 weeks
- 9-11 weeks
- 3-6 months (e.g., semester or term)
- 7-11 months (e.g., academic year)
- One year
- Over a year
- No fixed term
- Does not apply
- Don't know
- Prefer not to answer

18h. Roughly what percentage of mentor-mentee relationships met the minimum length of commitment in the last year?

For group mentoring programs, estimate the percentage of youth who participated in their groups for the minimum amount of time.

- Less than 25%
- 25-50%
- 51-75%
- 76-90%
- More than 90%
- Does not apply
- Don't know
- Prefer not to answer

Answer the following questions about Program 3, if you identified a third program...

18a. Number of program sites or locations (enter number): _____

18b. In which provinces and/or territories are these delivery sites or locations? (Select all that apply)

- Pan-Canadian
- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18c. Would you consider the location of your services as... (Select all that apply)

- Urban
- Suburban
- Rural
- Remote
- On-reserve
- On a Métis settlement region
- Within Inuit Nunangat
- Online
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18d. Please describe the **primary mentoring model**.

- One-to-one (one adult mentor meeting in person with one mentee)
- Group mentoring (one or several adult mentors working with a group of mentees)
- Blended one-to-one and group (adult mentors and their mentees do both group and one-to-one activities)
- Team mentoring (several mentors working with one mentee)
- Cross-age peer mentoring (older youth mentoring younger children, either one-to-one or group)
- E-mentoring (adult mentors and mentees meet/exchange messages primarily online/virtually)
- Other, specify: _____
- Does not apply

- Don't know
- Prefer not to answer

18e. **Where do mentors and mentees meet most often?** Choose all that apply.

- Out in the general community
- Elementary or secondary school (during day)
- Afterschool program
- Higher education institution
- Community centre
- Nonprofit organization
- Religious facility
- Juvenile justice facility
- Other residential facility
- Worksite
- Real-time/live virtual exchanges (e.g., telephone, video chat, instant messaging)
- Non-simultaneous virtual exchanges (e.g. SMS, email)
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18f. **What is the expected frequency for mentors to meet with mentees?**

- More than once a week
- Weekly
- 2-3 times a month
- Monthly
- No expectation or requirement
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

18g. **What is the length of your program/service?**

- Less than 1 week
- 1-4 weeks
- 5-8 weeks
- 9-11 weeks
- 3-6 months (e.g., semester or term)
- 7-11 months (e.g., academic year)
- One year
- Over a year
- No fixed term
- Does not apply
- Don't know

- Prefer not to answer

18h. **Roughly what percentage of mentor-mentee relationships met the minimum length of commitment in the last year?**

For group mentoring programs, estimate the percentage of youth who participated in their groups for the minimum amount of time.

- Less than 25%
- 25-50%
- 51-75%
- 76-90%
- More than 90%
- Does not apply
- Don't know
- Prefer not to answer

SECTION 3: CHALLENGES, STRENGTHS AND BUILDING THE MENTORING PARTNERSHIP NETWORK

The next few questions are about the strengths and challenges ALL of your mentoring programs/services face and the opportunities to build the mentoring partnership network in Canada.

19. **CMP is also interested in finding out program and service strengths across the mentoring program and/or service eco-system to help identify and build potential communities of practice. Please tell us which of the following operational or program delivery areas your organization feels especially proud of. Select up to 5.**

- Integrating mentoring with other services
- Partnership development
- Professional development of staff
- Program evaluation/data collection
- Program sustainability
- Program growth or scaling
- Staff equity, diversity and inclusion
- Staff retention
- Offering mentoring in rural settings
- Offering mentoring in remote settings
- Offering e-mentoring program
- Integrating e-mentoring into in-person program
- Offering workplace mentoring
- Building and sustaining local/regional/provincial mentoring coalitions or communities of practices
- Accessing/using digital tools to facilitate program/case management and delivery of services
- Communications and marketing
- Fundraising/grant writing
- Developing meaningful activities for mentors and youth
- General program design/theory of change
- Integrating positive youth development principles
- Making strong mentor-mentee matches
- Mentor recruitment
- Mentor screening
- Mentor training (including curriculum development)
- Helping teachers, coaches and supportive adults develop their awareness and skills as mentors

- Parent/family engagement
- Supporting mentor-mentee matches
- Integrating cultural perspectives in service design and delivery
- Integrating Indigenous perspectives in service design and delivery
- Applying critical mentoring principles to the program (*An approach that puts youth themselves and their marginalization front and centre and requires mentors and program staff to examine and address, with youth, the contextual and systemic forces that place youth at the margins*)
- Offering mentoring for diverse groups
- Meeting community needs
- Integrating development of job skills into mentoring programs
- Other (specify): _____
- Does not apply
- Don't know
- Prefer not to answer

19a. Are there any other strengths?

20. **What are the main operational challenges or areas of need for which you think mentoring programs and/or services at your organization might benefit from additional support? Select and rank up to 4 main challenges (1 to 4).**

- Integrating mentoring with other services
- Partnership development
- Professional development of staff
- Program evaluation/data collection
- Program sustainability
- Program growth or scaling
- Staff equity, diversity and inclusion
- Staff retention
- Offering mentoring in rural settings
- Offering mentoring in remote settings
- Offering e-mentoring program
- Integrating e-mentoring into in-person program
- Offering workplace mentoring
- Building and sustaining local/regional/provincial mentoring coalitions or communities of practices
- Accessing/using digital tools to facilitate program/case management and delivery of services
- Communications and marketing
- Fundraising/grant writing
- Other
- Does not apply
- Don't know
- Prefer not to answer

21. What are the **main program and service delivery challenges** or areas of need for which you think your mentoring programs or services might benefit from additional support? *Select and rank up to 4 main challenges.*

- Developing meaningful activities for mentors and youth
- General program design/theory of change
- Integrating positive youth development principles
- Making strong mentor-mentee matches
- Mentor recruitment
- Mentor screening
- Mentor training (including curriculum development)
- Helping teachers, coaches and supportive adults develop their awareness and skills as mentors
- Parent/family engagement
- Supporting mentor-mentee matches
- Integrating cultural perspectives in service design and delivery
- Integrating Indigenous perspectives in service design and delivery
- Applying critical mentoring principles to the program (*“An approach that puts youth themselves and their marginalization front and centre and requires mentors and program staff to examine and address, with youth, the contextual and systemic forces that place youth at the margins”*)
- Offering mentoring for diverse groups
- Meeting community needs
- Integrating development of job skills into mentoring programs
- Other
- Does not apply
- Don't know
- Prefer not to answer

21a. Are there any other challenges?

21b. If you would like to share more about challenges your programs/services are facing, please provide a comment in the space provided:

22. **Is your program/organization part of a mentoring partnership or coalition?**

- Yes (Coalition name): _____ *[Note: Please proceed to question 22a]*
- No *[Note: Please proceed to question 23]*
- Does not apply
- Don't know
- Prefer not to answer

22a. What do you access from this coalition/partnership?

- Staff training
- Mentor recruitment
- Mentor training
- Marketing
- Technical support
- Conferences
- Research briefs and reports
- Other, specify: _____

- Does not apply
- Don't know
- Prefer not to answer

23. **Is your program/organization interested in joining or forming a mentoring coalition/partnership?**

- Yes *[Note: Please proceed to question 23a]*
- No
- Does not apply
- Don't know
- Prefer not to answer

23a. What services or resources would your program/organization find most beneficial or most be in need of?

- Staff training
- Mentor recruitment
- Mentor training
- Marketing
- Technical support
- Conferences
- Research briefs and reports
- Other, specify: _____
- Does not apply
- Don't know
- Prefer not to answer

23b. Would you like to give your consent for CMP to contact you regarding joining or forming a mentoring coalition/partnership or to find out more about the services or resources your program/organization would find most beneficial?

By clicking YES, you will be asked to provide your email address so that CMP may contact you in the future ONLY for the above stated purpose. Please note that this will not result in your answers to the survey being shared with CMP.

- Yes, please provide an email address CMP can contact you at: _____
- No
- Does not apply
- Don't know
- Prefer not to answer

24. **Are there any other thoughts or comments you would like to share at this time before submitting your survey?** _____

SECTION 5: THANK YOU!

Thank you so much for participating in the Canadian Survey of Youth Development and Mentoring Organizations!

Please click '[View All Responses](#)' at the top of the page to open a new tab with the responses to your survey.

Want to continue supporting research in youth mentoring? CMP will be conducting shorter follow-up studies on specific themes (e.g., e-mentoring, program evaluation, equity, diversity, and inclusion, mentor recruitment, etc.).

25. Do you consent to be contacted in the future for these follow-up studies?

- Yes
- Yes, but please use this email address: _____
- No
- Does not apply
- Don't know
- Prefer not to answer

25a. CMP may also seek to engage on occasion with interested organizations to pilot new mentoring tools or ideas. Do you consent to be contacted in the future for this purpose?

- Yes
- No
- Does not apply
- Don't know
- Prefer not to answer

Know of other organizations that should participate in the survey? Help us reach as many youth-serving organizations as possible. Forward them the link to the survey: <https://naise.voxco.com/SE/99/cmpspsurvey/>

Want to receive the *CMP Newsletter*, including results from this study, or information about upcoming events, training sessions and webinars hosted by or in partnership with CMP (you will be able to unsubscribe at any time)? [\[CLICK HERE\]](#)

You can learn more about the work of the Canadian Mentoring Partnership on [our website](#).

Have other questions? Get in touch with CMP:

Dr. Véronique Church-Duplessis

Director of Research and Evaluation

1-800-263-9133 ext. 62

Veronique.church-duplessis@mentoringcanada.ca

Stacey Dakin

Managing Director

1-800-263-9133 ext. 50

Stacey.dakin@mentoringcanada.ca

You may also contact the study's Principal Investigator, Dr. Christina Hackett, at SRDC:

Toll-free: 1-866-896-7732, ext. 2249

chackett@srdc.org

When you click Submit below, before July 31, 2020 at 11:50PM PST, your organization will be entered to win one of five \$1000 prizes. Complete the survey before the early bird deadline on **June 19, 2020 at 11:59PM PST** and your organization will receive one additional entry into the draw.

SECTION 6: OUTSIDE CANADA

Thank you for your interest in participating in this survey. At this time, the survey is limited to agencies and organizations within Canada.

However, if you would like to receive the CMP Newsletter, including results from this study, or information about upcoming events, training sessions and webinars hosted by or in partnership with CMP, CLICK [HERE](#)]

Got questions? Get in touch with CMP:

Dr. Véronique Church-Duplessis

Director of Research and Evaluation

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Veronique.church-duplessis@mentoringcanada.ca

Stacey Dakin

Managing Director

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