

## ASF Mentor Expectations

The Abramson Scholarship Foundation cultivates a community of support for college-bound DC students that fuels college success and career readiness through comprehensive mentoring and timely financial assistance. Abramson mentors are a critical piece of this community, providing academic, professional, and emotional guidance and support as Scholars navigate college and prepare for internships and careers. Successful mentors build trust over time, stay connected, and partner with ASF staff and volunteers to help Scholars access the support and resources they need to achieve their goals.

### Core Expectations of a Successful Mentor

- **Commit to the relationship.** Mentors are asked to make at least a two-year commitment, though many continue through all four years or more.
- **Connect with Scholar regularly and build a strong relationship.** Meeting in person before a Scholar heads to college is essential, and mentors should aim to meet in person at least two times during the summer, one time during the winter break, and as possible in addition.
- **Communicate regularly and proactively.** Mentors should check in at least twice a month and set expectations early about communication methods and frequency. Discuss goals and expectations for the relationship at least once a year.
- **Offer guidance, not judgment.** Mentors help Scholars think through challenges, celebrate progress, and see setbacks as opportunities for learning and growth.

### ASF Mentoring Values

#### Scholar-Centered

Keep the Scholar's goals, voice, and agency at the center. Listen, ask questions, and support decisions that reflect the Scholar's needs and goals. Encourage self-advocacy and help the Scholar access campus and career resources rather than solving every problem for them.

#### Knowledge-Informed

Bring professional experience and practical tools with humility. Help Scholars with resumes, LinkedIn, cover letters, internship and career exploration, and broader decision-making while staying curious and recognizing the importance of the Scholar's lived experience.

#### Relationship-Driven

Build trust through consistency, follow-through, care, and regular communication. Take initiative in outreach, make time to connect in person when possible, and strengthen the Scholar's connection to the ASF community through events and ongoing engagement.

#### Context-Aware

Stay attuned to each Scholar's context and respond with flexibility, curiosity, and cultural humility. Be sensitive to immediate needs, college stressors, and the reality that Scholars may need different kinds of support at different times.

### Staying Connected with ASF

- **Show up.** Attend mentor orientation and mentor programming, support opportunities, and Abramson events throughout the year. Mentors are expected to attend at least **three ASF programs per year, including at least one training.** Programs include mentor trainings, mentor cafecitos, care package nights, Scholar programs including the Professional Development workshop and Scholar Awards Reception, and other community building events.
- **Stay informed.** Read monthly Mentoring Matters newsletter and respond promptly to communication from ASF, including RSVPs, surveys, and check-ins.

- **Stay in touch.** Use Apricot, our Scholar information system, to log interactions and stay updated on Scholar information. **Mentors are required to log at least once a month** and to review information in the system.
- **Communicate proactively.** Let ASF know promptly about red flags, including difficulty maintaining regular communication or signs that a Scholar may be struggling.
- **Reach out for support.** Mentors are supported by ASF staff, the Mentoring Committee, and a designated mentor partner. Mentors should be in touch with their mentor partner at least once a month.
- **Be a part of the community.** ASF is a strong, relationship-driven community, and mentors are expected to actively contribute by building connections with one another and helping strengthen relationships across the program.

**In short:** A successful ASF mentor is proactive, consistent, caring, and grounded in the program's values. The role is not to have every answer, but to build a trusted relationship, offer guidance, and stay engaged with both the Scholar and the ASF community in order to support the Scholar's college success and career readiness.

**Want more information?** Learn more and apply at <https://abramsonfoundation.org/get-involved/volunteer/>. Please contact Daniela Reyes, ASF Program Associate, at 202-230-9093 or [programs@abramsonfoundation.org](mailto:programs@abramsonfoundation.org) with additional questions.