

How do I ensure my matching process is as inclusive as possible of the diversity of mentors and mentees in my program?

- Put a twist on the concept of 'speed dating' to match mentors and mentees. (This would obviously require a name change to avoid confusion about the concept and purpose. Calling it a one minute meet'n'greet would be more appropriate).
- Try matching in a group setting with lots of icebreaker activities to see where natural pairings occur. These activities can ensure the match is built on strong foundations.
- Ask mentors give a short introduction about themselves. The young people can then use this to guide their preferences.
- Make appropriate matches from the start. Don't match people just because it's convenient for you.
- When you first meet the young person, ask them about themselves and what they would like to get out of the mentoring experience so you can understand their preferences.
- Ask mentors and mentees to complete an 'interests survey' to help you match based on common interests.