



BEGINNING
FARMERS

Peer to Peer Learning

Activity 3: Supporting Mentees

Goal-Setting worksheet

Matrix of Privilege

Feedback, Listening and Communication

Resource List

KEY TERMS

Mentor: An experienced farmer who supports a beginning farmer by answering questions, offering insights, experiences, and helping the beginning farmer to set and achieve their goals.

Mentee: A less experienced farmer who is connected with a mentor to learn skills, answer questions and help them to move their farm business forward.

Peer: Farmers who are supporting each other through sharing knowledge, resources, and experiences with each other.

Mentorship Organizer: Farm educator, farmer or advocate who connects mentors & mentees, offers trainings and checks in with mentors and mentees regularly.

SUPPLIES NEEDED

- Goal setting document
- Mentor-mentee contract (if using one)
- Mentors
- Mentorship Organizer(s)
- If Online
 - Computer or phone to join meeting via internet (e.g. Zoom)
 - Links to shared documents
 - Ability to join internet meeting breakout rooms
- If In-person
 - Mentorship organizers will bring white board or poster paper, markers, pens
 - Mentorship organizer will make sure there is a comfortable space with chairs & tables to meet



Supporting Mentees: Goal-Setting Worksheet

PROCEDURE

Goal Setting Worksheet

When will I meet with my mentor? (Months/Days/Times and/or dates)

- Mentee:
- Mentor's response:

How do we each prefer to communicate? (Phone, Zoom, Skype, Email, Social Media, Text)

- Mentee:
- Mentor response:

What questions do I want to work on with my mentor?

- Mentee:
- Mentor response:

What farm goals would I like my mentor to advise me on?

- Mentee:
- Mentor response:

What documents do I want to share with my mentor?

- Mentee:
- Mentor response:

To Do: (To prepare for an upcoming mentor meeting)

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Goals!

This year:

Next year:

5 years:



Supporting Mentees: Matrix of Privilege

Look through the list on the next 2 pages and **think about times you have felt targeted and the ways you experience privilege.**

This is just for you! You don't need to share personal information with others in the group unless you want to share.

- **How will thinking about privilege and bias help you to be a better farmer?**
- **How will it help you to connect with your mentor?**

Think of **people you know who suffer from bias** for who they are and in a space that you are privileged.

- **Do you know of a group who should be listed but is not?**



Supporting Mentees: Matrix of Privilege

Social Identity	Privileged Social Groups	Border Social Groups	Targeted Social Groups	Ism
Race & Ethnicity	White People, People perceived as white	Biracial People	Asian, Black, Latinx, Middle Eastern/Arab people, Native People	Racism & Ethnocentrism
Sex	Men		Women	Sexism
Gender	Cisgender and Gender Conforming Men and Women	Gender Ambiguous Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression 
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class/Income	Wealthy and Upper Class People	Middle Class and Middle Income People	Working Class and Poor People	Classism
Ability/Disability	Temporarily Able Bodied People	People with Temporary or Invisible Disabilities	People with visible and/or permanent Disabilities	Ableism
Religion	Christians who attend church	Non-church going Christians	Jewish, Muslim, Hindu, Atheist and other religions	Religious oppression
Age	Adults	Young Adults	Youth, Elders	Ageism/Adulthood
Weight	Thin	Healthy weight, Overweight	Obese	Weight Bias
Mental Health	Temporarily Mentally Healthy	Past Mental Health Challenges or Managed Addictions	Mental Health Challenges or Addictions	Mental Health Stigma
Farm Background	Raised on a family farm and continuing tradition	First-generation, traditional Farmers; non-traditional farmers raised on farms	First-generation, non-traditional farmers	



Supporting Mentees: Matrix of Privilege

[illegible]



Supporting Mentees: Feedback, Listening & Communication

DIVE DEEPER

Positive Actionable Feedback

Describe a few feedback formats mentors can use when they review a document, website or other item for a mentee:

- **CAST!**
 - **Complement** (give a compliment)
 - **Ask** (ask a question)
 - **Suggest** (suggest something to try)
 - **Tell or Teach** (tell a story -OR- offer to teach a skill)
- **Rose - Thorn - Bud**
 - Rose = Something awesome
 - Thorn = Something challenging
 - Bud = Something to expand on
- **Compliment Sandwich**
 - Positive
 - Challenge or area for improvement
 - Positive

Review: Have peers review Goal Setting Worksheets and give CAST!, Rose-Thorn-Bud and Compliment Sandwich feedback

Ask: Was feedback positive? Actionable? Helpful?

VARIATIONS

Reflective Listening

Describe reflective listening

- I will listen fully
- At breaks in your story, I will summarize your story in my own words
- You will let me know if I'm on track and continue your story
- I may ask questions, like:
 - What did that mean to you?
 - How did that make you feel?
 - Why did you think that?
 - What would you say to your mentor if they were here?

Ask for a volunteer to **tell you about a mentor that was important to them.**

- At each break in their story, reflect back what you have heard.
- Let the volunteer keep talking
- Ask one or 2 questions

Try: Have mentors break into pairs to try "Reflective listening" describing a mentor who was important to them.



Supporting Mentees: Make a Resource List

Below are suggestions for a mentorship meeting. Make a Resource List for points to discuss

- **Each Mentee-Mentor meeting**
 - **Hello!** Updates? How are you doing? Challenges? Successes?
 - **Topic of the day** - Resource List
 - **Action steps! What 3 things** are you going to try on your farm?

Resource List	Name:	Farm Name:
Leave blank if you prefer to keep info private!		
	Now	Can leverage in future <input type="checkbox"/>
Money		
Loans and/or Grants		
Land & Soils		
Infrastructure, buildings, hoop houses		
Wells and Water		
Tools & Equipment		
Skills & Training - Person 1		
Skills & Training - Person 2		
Professional and Social Networks		



What does this mean for my farm?

- How will I make sure I stay in touch with my mentor?
- How will I find time to make the changes my mentor and I decide on?
- When will I meet with my mentor next time or what schedule should we try?
- How does my mentor like to communicate? (Phone, Zoom, Skype, Text, Other)
- What questions do I want to work on with my mentor?
- What farm goals would I like my mentor to advise me on?
- What documents do I want to share with my mentor?
- Do I have other questions for my mentor?
- What will I do differently based on what I learned today?
- What do you want to do or ask before meeting with your mentor?