



BEGINNING
FARMERS

Peer to Peer Learning

Activity 2: Supporting Mentors

Matrix of Privilege Activity

CAST Feedback

Five Why's

Reflective Listening

Resource List

KEY TERMS

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

Mentee: A farmer who is connected with a mentor to learn skills, ask questions and get help to move their farm forward.

Peer: Farmers who are supporting each other through sharing knowledge with each other.

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

SUPPLIES NEEDED

- **Mentors** (consider their ability to communicate, share, and teach in a participatory way)
- **Mentorship Organizer(s)** May just form your own, formal or informal
- **If Online:**
 - Computer or phone to join the meeting
 - Links to shared documents
 - Ability to join zoom breakout rooms
 - Virtual sharing room like Google Drive
- **If in-person**
 - White board or poster paper
 - Markers and pens
 - Comfortable space with chairs & tables
 - Visuals to encourage engagement



Supporting Mentors: Brainstorming Discussion Prompts

PROCEDURE

We'll begin with full group discussions as an example to help conversations in small groups go smoothly.
What topics do you want to talk about with your mentee?

Think of 2 or 3 topics (e.g. Soil Management or Farm Financials) to focus on with your mentee and then the group will decide on up to 5 topics to focus on for this mentorship opportunity.

1. Discussion prompts for every meeting (full group brainstorming): e.g. How is planting going?

- a.
- b.
- c.

2. Discussion prompts for topic 1 _____ (full group brainstorming):

- a.
- b.
- c.

3. Discussion prompts for topic 2 _____ (small groups of about 4 people):

- a.
- b.
- c.

4. Discussion prompts for topic 3 _____ (small groups of about 4 people):

- a.
- b.
- c.

5. Discussion prompts for topic 4 _____ (small groups of about 4 people):

- a.
- b.
- c.

6. Discussion prompts for topic 5 _____ (small groups of about 4 people):

- a.
- b.
- c.



Supporting Mentors: 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 out.

- **How will thinking about privilege and bias help you to be a better mentor?**

Think of **people you know who suffer from bias** for identities where you are privileged.

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

Social Identity	Privileged Social Groups	Border Social Groups	Targeted Social Groups	Ism
Race	White People, People perceived as white	Biracial People	Asian, Black, Latinx, Native People	Racism
Class/Income	Rich and Upper Class People	Middle Class and Middle Income People	Working Class, Low-income and Poor People	Classism
Sex	Men		Women	Sexism
Gender	Cisgender and Gender Conforming Men and Women	Gender Ambiguous Men and Women	Transgender, Genderqueer, Intersex and Gender non-binary People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism, Homophobia
Ability/Disability	Temporarily Able Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Neurodiversity and Learning Differences	Neurotypical	"Invisible" challenges or ability to mask	ADHD, Autism, Dyslexia or other visible Learning differences	Neurotypical Bias; Ableism,



Supporting Mentors: Matrix of Privilege

Social Identity	Privileged Social Groups	Border Social Groups	Targeted Social Groups	Ism
Religion	Christians who attend church	Non-church going Christians	Jewish, Muslim, Hindu, Atheist and other religions	Religious oppression
Veteran Status	Non-veterans	Non-combat veteran, reserves, ROTC	Combat Veterans, Physical Injuries, PTSD, TBI, mental health challenges related to service	Discrimination against veterans
Age	Adults	Young Adults	Youth, Elders	Ageism/Adultism
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
Family Background	Stable 2-parent Family without abuse, trauma, addiction or mental health challenges	Mostly stable family or amenable divorce without abuse, trauma, addiction or mental health challenges	Unstable home, where abuse, trauma, addiction, or mental health challenges were a problem	Stigma related to trauma and background
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 Mentors: Matrix of Privilege

Social Identity	Privileged Social Groups	Border Social Groups	Targeted Social Groups	Ism
Politics	Share dominant political views and party of local community	Mixed opinions on the dominant political views and party of local community	Different political views and party than most of your community	Political Bias
Rural/Urban	Depends	Depends	Depends	The rural/urban divide
Education	Graduate degree; Bachelor's degree	Incomplete college degree, associates' degree, Technical Training; Certificate programs	GED; HS diploma; Incomplete HS; Learning Challenges	Education bias
Work	Respected professional job titles	Less respected office jobs	Physical labor, retail, service industry	Titlism
Citizenship	Natural-born US citizen	Naturalized US Citizen, Green Card, Temporary Visa	Undocumented	Xenophobia
Language	Native English speaker	Fluent English as a second language	Primary language other than English,	Language discrimination
<i>Add more groups...</i>				



Supporting Mentors: Feedback, Listening & Communication

DIVE DEEPER

Positive Actionable Feedback

Here are some options to seek feedback.

- **CAST!**
 - Complement
 - Ask
 - Suggest
 - offer to Teach
- **Rose - Thorn - Bud**
 - **Rose** = Something awesome
 - **Thorn** = Something challenging
 - **Bud** = Something to expand on
- Compliment Sandwich

Examples: Soil test, budget, website, etc.

Review: Have mentors review examples and give CAST!, Rose-Thorn-Bud and Compliment Sandwich feedback

Ask: Was feedback positive? Actionable? Helpful?

CONNECTIONS

Five Why's

Pair: Explain how you will communicate with mentees.

Ask why 5 different times.

- Why do you think/do/say/prefer that?
- Why would that help mentees?

VARIATIONS

Reflective Listening

Describe reflective listening

- I will listen fully
- At breaks in your story, I will repeat the essence of your story in my own words
- 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 Mentors: Make a Resource List with your mentee

Below are suggestions for a mentorship meeting to make a Resource List

- **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 values did you get from mentoring new farmers?

- What activities were most useful for you?
 - Meeting the other mentors
 - Hearing about the mentorship project
 - Brainstorming discussion prompts (full group)
 - Brainstorming discussion prompts (small group)
 - Matrix of Privilege
 - Positive Actionable Feedback
 - 5 Why's
 - Reflective Listening
- What will you do differently based on what you learned today?
- Do you have any questions?
- What do you want to do or ask before meeting with your mentee?
- Other questions that make sense for your mentorship project.