



## Greater Syracuse Disability Mentoring Day

# *Frequently Asked Questions* for Mentors

Thank you for your interest in being a mentor for Disability Mentoring Day (DMD). DMD is hosted nationally by the American Association of People with Disabilities in an effort to promote disability as a central component of diversity recruitment for a more inclusive workforce. Locally, the Greater Syracuse DMD Committee matches mentees to a wide variety of employers in the Central New York area.

Here are the answers to some common questions mentors may have:

### ***Q. What happens on Disability Mentoring Day?***

A. Disability Mentoring Day begins with a Kick-Off event which includes breakfast. This year it will be held at Drumlin's, beginning at 8:00 a.m. Mentees and Mentors will have the opportunity to get to know each other during this event. Some employers send representatives; some send the staff members who will be mentoring the mentees. **Please make sure to RSVP with the names of those who will be attending!**

### ***Q. How long will I be expected to host the mentees for?***

A. The mentees will arrive after the Kick-Off Event, between 9:30 a.m. and 10:00 a.m. Usually they will stay to or through lunchtime.

### ***Q. Do I have to provide lunch?***

A. No, although many mentors choose to provide lunch as it can be a nice way for the mentee and mentors to end the experience.

### ***Q. Do I have to provide transportation?***

A. No. Mentees will be responsible for their own transportation. However, some employers like to take the mentees from the Kick-Off Event to the work site.

### ***Q. Will the mentees arrive alone?***

A. Most mentees will have a job coach who may or may not accompany them at the work site, depending on the needs of the mentee. Some mentees may arrive alone. There will always be a contact number for you in case of an emergency.

### ***Q. Will I be expected to hire the mentees?***

A. No. Although the mentees are job seekers, and some mentees are offered positions by the mentors, this is not an expectation of Disability Mentoring Day.

### ***Q. What if I don't have time to spend with a mentee?***

A. In many companies, staff members are assigned to be the on-site mentor for the mentee.

### ***Q. What are the mentees expected to do at my company?***

A. The mentee experience is up to you, the employer, based on your company's structure and policies. These are some common things that mentors do:

- Give a tour of the company
- Have the mentee job shadow one of your employees so they can better understand the job
- Let the mentee do some of the tasks of the job

The mentees are there to learn about what your company does and what particular jobs are like. And you will get to know the mentee!