



The YMCA Black and Latino Achievers Leadership & Mentoring Program



As young people, we need parents, heroes, mentors, coaches, and leaders whom we can look to for support, help and guidance along our leadership journey. The YMCA Black and Latino Leadership and Mentoring Program is designed to help meet this growing need for support and mentorship in the critical years of high school. The Hayes-Taylor YMCA, in conjunction with the Center for Creative Leadership (CCL®), developed this program, which is as effective as it is fun. Seven sessions, all geared towards increasing participants' self-awareness, are spread over one Saturday a month. Activities are interactive, experiential, informative, and developmental. Their lessons are relevant, which encourages participation. Curriculum is coupled with constant evaluation and responsiveness; this leads to the program's impressive take-aways and impact.

the **Mission**

The program does not use traditional teaching methods - no chalk board and no wrong answers. In fact, the activities change and adapt based on feedback from youth and mentors about what works and what does not. This responsiveness to the realities of learning and participants' lives leads to greater participation within the program and increased participant numbers. The values or themes are chosen by CCL and the YMCA and they are centered on self-awareness, identified by CCL as the single most important factor in developing responsible citizens, friends, family members, and leaders.

"The goal of The Achievers Program is to educate and expose youth in grades eight through twelve to various career fields in the business industry as well as promote and encourage students to further their education to post-secondary institutions. This program was started because studies show that youth of color sometimes face greater challenges in obtaining higher education and have less access to careers that will allow them to support a family and build long-term wealth."

- Myrna Wigley, Program Director, Hayes-Taylor YMCA

This program has been made possible through a federal grant from the office of Juvenile Justice and Delinquency Prevention (OJJDP). From Grant 2009-SC-B9-0015.



“Everything I learned in the program has really helped me. I find myself applying some of the situations I have learned to situations that may occur at school or at home. I’ve learned a lot about myself and I continue to grow. I definitely recommend the program to other teens because it really helped me,”

- YMCA Achiever

the Impact

Sessions

See the positive early results of youth attending the Achievers Leadership & Mentoring Program under each session below.

Session 1: Self Awareness

29% of youth see improvement in their self awareness levels.

Session 2: Leadership

21% of youth report improved leadership skills.

Session 3: Teams

34% believe their teamwork skills are enhanced.

Session 4: Communication

25% report increased communication skills.

Session 5: Conflict

31% feel they deal with conflict more effectively.

Session 6: Value and Actions

29% see a change in their values and ability to act ethically.

Session 7: Vision & Direction

33% report improved ability to turn a vision into action.

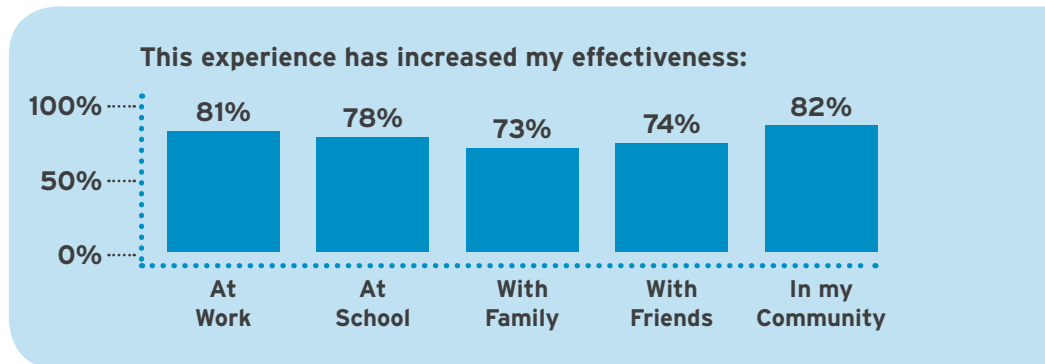
the Mentoring

Early results show there has been a positive change in many youth after attending this impactful program.

“The story I have about the leadership program is that in school I was making bad grades, and in a way the leadership program helped me see what I needed to do and helped me mature in multiple areas - values, and who I am, what I need to listen to and what I don’t need to listen to. It has been very important to me, and in my lifetime, I don’t really come across too many mentors. So these mentors here at the leadership program have really helped me, and kind of gave me a visual for what I want to be when I grow up - you know, I want to help people, and things like that. And yes, after attending these sessions, my image of a leader has completely changed because it has informed me that a leader can come from anywhere, at any time, and can look any way. So that’s changed a lot since I have started.”

As a mentor

Nearly 75% of those mentoring this program report a significant increase in their leadership skills at work, at home, at school, with their families, and in their community. Mentors give a lot to this program and to the Achievers and they reap the benefits of this investment, both personally and professionally.



Here’s how you can help: we’re looking for mentors, youth participants, internships, and community support. Please contact us if you have any questions, or would like to learn more.

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