

# 'KIDS IN THE MIDDLE' MENTORSHIP PILOT PROGRAM

## ABOUT US



For ten years of our 14-year existence as a 501(c)(3) charity, Duncan Tree Foundation provided free surgical intervention for 200 adolescents with severe scoliosis as well as education and training for 500+ medical professionals and over 100 STEM volunteers in three developing countries, and in the United States. We are entering our next phase by expanding our mission of healing, teaching, and empowering underserved youth interested in STEM careers through mentorship and coaching.

Our three-tiered mentorship-coaching program is designed to be staffed with volunteer mentors who are professionals employed in the STEM field. The goal is to connect mentors with students from underserved communities interested in STEM, with professionals already working in the STEM field. All of this with oversight and guidance by a program manager, and certified professional coach, using Assessment tools that provide insight for the mentor and coach who partner together to provide solid guidance to students who will ultimately become qualified for employment in the STEM field.

## THE PROBLEM

### STEM STATS

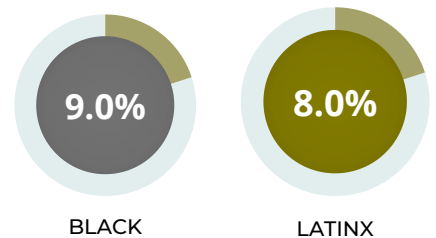


Black workers make up 11% of the US workforce, but represent 9% of STEM workers and LatinX workers make up 17% and represent 8% of STEM workers respectively.

Only 20% of U.S. high school graduates are prepared for college-level coursework in STEM majors.

Black and LatinX workers remain underrepresented in the science, technology, engineering and math (STEM) workforce compared with their share of all workers, including in computing jobs.

### MINORITIES IN STEM



## BE PART OF OUR SOLUTION

### BECOME A MENTOR

- Register with Duncan Tree Foundation using this [survey](#).
- Complete a background check
- Submit your latest resume and submit two references
- Participate in the interview process (pre-match)
- Take the Energy Leadership Index Assessment (measures your EQ)
- Participate in our 1-2-hour onboarding process
- Meet with your mentees virtually for 1-hour weekly for the first and/or second half of the school year
- Mentoring Program Mid-Point Review
- Mentoring Program Final Review

### BENEFITS FOR MENTORS

- ✓ A sense of accomplishment
- ✓ Increased patience and improved supervisory skills
- ✓ Build your network

— “ —  
A lot of people have gone further than they thought they could because someone else thought they could. – Zig Ziglar  
— ” —