The Adult Mentor Toolkit is meant as a guide to aid the adults in understanding the Dare2Know (D2K) campaign and building your skills as an adult mentor. This toolkit is to provide resources, tips, and tricks to be a fully engaged adult with the youth that you are supporting. This toolkit was created by End Domestic Abuse Wisconsin Staff, Dare2Know Youth Outreach Specialists, and adult mentors & mentors from around the state.
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WHAT YOU NEED TO KNOW BEFORE SUPPORTING TEEN AMBASSADORS

We are so excited that you would like to be identified as an adult mentor to support youth! As with joining most initiatives there is some learning that needs to happen first before supporting youth within this campaign. We have put together foundational information that will guide you through the campaign and provide you with the expectations that we have for adult mentors within the Dare2Know campaign.

KNOW THE CAMPAIGN

• The goal of the Dare2Know campaign is to implement an effective, youth-focused, statewide media/social marketing campaign that promotes healthy, non-violent relationships with the primary audience being youth ages 10-20.
  » We currently have a Facebook page, Facebook group, Instagram page.
  » We are looking into expanding to Snapchat and Tik Tok soon!
• The purpose of the campaign is to engage youth in a discussion on healthy relationships, encourage them to take action and become peer advocates in teaching others what they’ve learned.
• We want to INFORM everyone about the impact that healthy relationships can have on our lives, ILLUMINATE the importance of teen dating violence, and INSPIRE youth and adult mentors to take action in their communities.
• Follow D2K on Facebook & Instagram! (@Dare2KnowWI)
• Do not forget to engage with the posts by liking, commenting, and sharing!
KNOW THE D2K TEAM
Get to know more about the staff behind the campaign!

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KNOW THE WEBSITE

We want to make sure you know where to go with the wealth of information and resources on the Dare2Know website.

• **Our Story**
  » Here you can learn about our process, vision, mission, and values

• **Teen Ambassadors**
  » Here youth can sign up to be teen ambassadors and access the Teen Ambassador Program portal

• **Adult Mentors**
  » This is where you can learn more about what it takes to be an adult mentor within the Dare2Know movement

• **Resources**
  » Here you can find the flyers & posters, digital & social media graphics, press releases, and videos we use for the campaign.
  » All of them are free to use and WE DARE YOU to use them in your communities and on your social media platforms!

• **Events & News**
  » Here you can find D2K events and news articles & interviews of what’s happening with D2K across Wisconsin

• **Contact Us**
  » Here you can send us questions

• **D2K Store**
  » Here you can buy D2K branded merchandise!

• **Yikes or Likes Quiz** ([https://d2kquiz.org/](https://d2kquiz.org/))
  » Healthy relationship identification quiz available for anyone to take. Created by the D2K Youth Outreach Specialists and youth from around the state.
KNOW THE D2K NORMS

The statewide Teen Council and D2K Teen Ambassadors have created this list of norms as a way to foster safe and brave spaces for all of us to meet new people, get out of our comfort zones and (un)learn oppressive behaviors! Norms are a list of ways that we will always act with one another. We will collectively hold each other accountable to these norms and it is an expectation of **ALL** adults to be fully engaged with the youth they are supporting.
DARE 2 KNOW NORMS
THE WAYS WE AGREE
TO BE WITH EACH OTHER.

REMEMBER WHO CAME BEFORE US
Who's land are we on?
Who's shoulders are we standing on?
How have our ancestor's helped and harmed?

USE COLLECTIVE RESPONSIBILITY +
REFLECTIVE LEADERSHIP
Respect people’s boundaries and belongings.
Respect the space and clean up after yourself.
Refrain from engaging in unhealthy behaviors.

BE PRESENT + STAY ENGAGED
Give everyone a chance to speak.
Remember to W.A.I.T (Why Am I Talking?).

CHECK YOUR PRIVILEGE
Hold yourself accountable, apologize, and do better!
Be mindful of different learning styles.

YOU CAN DISAGREE
WITHOUT BEING DISAGREEABLE
Seek first to understand before being understood.
I don't know is a commitment to find out.

PUSH YOUR BOUNDARIES, BUT
KNOW YOUR LIMITS
Network, share, collaborate.
Challenge yourself - WE DARE YOU!

Created with the statewide Teen Council & Dare 2 Know Teen Ambassadors to ensure that Dare2Know remains a safe and brave space for everyone as the campaign continues to grow.
WHAT CAN ADULT ALLIES DO?

- **Encourage youth to join the D2K Teen Ambassador Program (TAP)**
  - TAP is the beginning of a youth led coalition of likeminded youth that want to promote healthy relationships in their communities.

- **Foster Leadership Skills**
  - The annual Teen Summit is a great experience to practice leadership skills through facilitating workshop spaces and engaging with other youth from across the state.

- **Create Community Awareness About TDV and D2K**
  - The responsibility is on all of us to continue to promote the D2K campaign in our communities.

- **Educate on Root Causes of Violence**
  - There should be a commitment from Teen Ambassadors and adult mentors to continue to educate themselves on root causes of violence.

- **Provide Funds, Supplies and Spaces**
  - Funding for supplies and finding spaces to host meetings and events is often a huge barrier for Teen Ambassadors that can be alleviated with adult mentors leveraging their community connections to gain access to them for the Teen Ambassadors.
KNOW THE TEEN AMBASSADOR PROGRAM

The Teen Ambassador Program (TAP) is the first of its kind in Wisconsin. It is meant not only to provide youth with opportunities to enhance their leadership skills, but to provide them with the tools and information to value their voice, persuade their peers, and connect with their community. Teen Ambassadors are young people ages 11-19, interested in being proactive in promoting healthy relationships throughout Wisconsin. Enthusiastic in getting real about the impact healthy relationships can have on their lives.

Why Should Youth be a part of TAP?

We strive to keep the TAP members programming youth led, meaning that the D2K team is more of a support that wants to foster youth’s leadership skills. We want Teen Ambassadors to help bring awareness about the campaign through their personal social media platforms. Help keep each other motivated and held accountable in preventing violence and oppression. Completing D2K focused challenges to take pride in the work we are collectively doing.

There’s also other cool stuff that comes with being a Teen Ambassador, like:

- Be a part of a youth led coalition focused on anti-violence and anti-oppression
- Create new friendships of like-minded youth from across the state
- Printed & signed Teen Ambassador Certificate
- Community service hours
- Leadership experiences
- D2K Branded Merchandise Kit to support with outreach
- Possible scholarship to the Teen Summit
- Shout outs from D2K FB & Insta (optional)
- Access to D2K tools and resources
TEEN AMBASSADOR PROGRAM GOALS

THE PRIMARY GOAL OF TAP IS TO BUILD A TEEN COALITION WHO AMPLIFY AND SUPPORT THE D2K:

- Mission by challenging everyone to get real about the impact healthy relationships can have on their lives.
- Goal to end teen dating violence in Wisconsin.
- Process by valuing your voice, persuading your peers, and connecting with community.

THE SECONDARY GOAL OF TAP IS TO:

- Inform others by raising awareness and bring attention to the difficult subject of dating violence.
- Illuminate others by educating and shining a light on the negative effects of dating violence.
- Inspire others by promoting action toward healthier personal relationships.
**TEEN AMBASSADOR VIRTUAL MEET UPS**

The **D2K Youth Outreach Specialists** host and facilitate a virtual space for youth and adult mentors twice a month to connect with one another. More information can be found on the [D2K Facebook page](#). It is an expectation that adult mentors encourage the youth to participate in the meet ups. These spaces are meant to provide Teen Ambassadors and Adult Mentors with:

- Campaign updates
- Education on root causes of violence & oppression
- Support in completing & overcoming challenges
- Opportunities to collaborate through projects to spread the awareness
- Build up leadership skills to be more independent to continue the campaign’s momentum
- Connect with D2K Youth Outreach Specialists

**MENTOR TIP**

**SENDING OUT DAY OF REMINDERS TO YOUTH ABOUT MEET UPS INCREASES THE LIKELIHOOD OF PARTICIPATION.**
KNOW THE TEEN SUMMIT

The annual Teen Summit is End Domestic Abuse Wisconsin’s largest training; bringing youth, parents, educators, activists, and mentors from all over Wisconsin to learn about healthy relationships, teen dating violence, and sexual assault within a larger anti-oppression framework. We include educational and enthusiastic plenary speakers, as well as topic-related performances.

- 2020 Teen Summit Highlight Video
- 2019 Teen Summit Highlight Video
- Website: endabusewi.org/events/teen-summit
- Facebook: facebook.com/TeenSummitWI

KNOW THE FACTS: TEEN DATING VIOLENCE

The Teen Dating Violence section of the Children & Youth Advocate Manual (CYAM) has a wealth of resources on supporting & engaging teens. It is imperative that the adults joining this program educate themselves with the items below. To know the impact dating violence and sexual assault has on teens, as well as, knowing how to actively engage youth where they are at read this section of the CYAM. Within that section you will find:

- Prevalence and statistics
- Types of violence youth may face in intimate relationships
- Advocacy skills to highlight and avoid when working with youth
- Teen engagement ideas
- Using social media
- Teen events and groups
- Assisting teens transitioning into adulthood
- Resources to continue educating yourself on Teen Dating Violence
In this section of the toolkit we will be reviewing ways we have seen success in supporting youth.

**Non-Violent Communication Practice**

Non-violent communication is not a technique that comes naturally to a lot of people. We have adapted the non-violent communication practice from the Center for Nonviolent Communication into an activity packet to help you and the youth begin to create spaces free of violence. Review how to use non-violent communication with the youth and to practice with each other. We want to foster safe and brave spaces that D2K teen ambassadors & adult mentors are in to communicate with each other respectfully.

**Reviewing Dare2Know Norms with Teen Ambassadors**

We are requiring that you go through the D2K Norms with all the youth that you are supporting, as well as yourself. To help you in doing this we have laid out one way we would suggest reviewing the norms with the youth below.

**Activity: Norm Review**

Have the youth read the norms one by one and talk about how you will all be able to follow those norms while being a part of the Dare 2 Know Teen Ambassador Program (TAP). We want to create collective accountability across all members of TAP, so the Teen Council and other TAP members have created this list of norms as a way of how we want to be with one another. Once you have gone through all the norms go through the focused conversation below.
Focused Conversation: D2K Norms

These questions are meant to guide you through a focused conversation that will get everyone’s voice in the conversation and to be more mindful of how to utilize the D2K Norms with the youth you are supporting. Ask these questions **ONCE YOU** [the adult mentor] **HAVE FINISHED READING** the D2K norms.

1. Go around the room and read each of the norms from the list.
2. What norms are familiar to you?
   » What norms need more explanation?

   **FACILITATING TIPS**

1. Ask who would like to go first.
2. Then go around the room having each participant read the norms until they are all read.
3. After the 1st question is answered, then announce that anyone can answer the following questions.

   *Have questions 2-5 displayed so everyone can see them and then the participants can answer the questions they feel most comfortable with.*

3. What is the importance of these norms?
4. How could we hold each other accountable to follow these norms?
5. What norm(s) will you be sure to practice?
Things to Keep in Mind

- Use the D2K team as a resource.
- Maintain an understanding with what is happening in the world and how that directly affects the Teen Ambassadors.
- Check your privilege. Try to recognize if you are using your power as an adult and modify your behavior to help the teens thrive in a respectful way.
- Be familiar with local resources that support youth.
- Network and connect with other caring adults within the campaign.
- We want to make sure that all participants understand that:
  » We try to create a safe and brave space.
  » Be mindful of your own boundaries.
  » To be mindful of when you need to step back so others can step up.
  » Meet and network with people outside of the group that you are with.
  » Seek help when needed.

Group Check-Ins after Events

Here is one example of how-to check-in with the Teen Ambassadors.

MENTOR TIP

PROVIDE THE YOUTH WITH NOTEBOOKS WITH PRE-MADE QUESTIONS FOR THEM TO THINK ABOUT DURING THE EVENT AND FOR LATER REFLECTION AS A LARGE GROUP.
**Example Events**

- Teen Ambassador Virtual Meetups
- Community events
- Annual Teen Summit
- In-person meetings
- Teen Summit rehearsal
- Teen Council retreat

**Example Questions**

*Intended Purpose:* To reflect on a shared experience at an event and identify ways to integrate the information into our lives.

*Intended Experience:* To feel heard, self-reflective, and called to action.

**Objective Question**

- What is 1 thing that you remember happening at the *[insert event]*?

**Reflective Questions**

- What are some feelings or reactions that came up for you at the *[insert event]*?
- How has this *[insert event]* been beneficial to you personally?

**Interpretive Questions**

- What are some ways we can integrate what we learned into our own lives?

**Decisional Questions**

- Now, after having this experience, what will you commit to doing differently?
- Who will you share the information from the *[insert event]* with?
SUPPORTING TEEN AMBASSADORS 
AFTER & IN BETWEEN MEETINGS & EVENTS

THINGS TO DO
• Help youth complete their challenges & goals related to the campaign.
• Send out reminders about upcoming meetups, meetings, and events.
• Document attendance of Teen Ambassadors for in-kind contribution.

SHORTENED REFLECTION CONVERSATION
If you are strapped for time, try asking these questions to the group for anyone to answer. At the end of a meeting or event have a brief reflection conversation to debrief as a group.

SAY: Thinking about the experience your group has had together:
• What is something that you appreciated about your experience?
• Who will you share this information with?

ADDITIONAL TOPIC AREAS
Always be honest with the youth that you work with about your level of knowledge and expertise. Offer to have some of the members do some research to bring to the next meeting. As the adult mentor you should also take time to further educate yourself on the topics the youth are interested. Below are suggested topics and resources to get educated on. These resources are meant as a jumping off point to continue your education.
### POSSIBLE TOPICS OF INTEREST TO YOUTH

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<td>(De)Colonization</td>
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<td>What Is Generational Trauma and How Can We Heal from It?</td>
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| **Intergenerational Trauma** | Stop the Cycle of Intergenerational Trauma. You Matter | Video | TEDx Youth Jacksonville |

| **Patriarchy** | Patriarchy & Power | Resource Collection | Asian Pacific Institute on Gender-Based Violence |

| **Police Violence** | Teaching About Race, Racism and Police Violence | Resource Collection | Teaching Tolerance |

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