

Mentorship Program Guidelines

OVERVIEW

Welcome to the Safe States Alliance Mentorship Program! This six-month program is designed for Safe States members to be paired in mentorship to grow and learn about injury and violence prevention (IVP). It provides opportunities for connection, networking, insight, and engagement in IVP activities. Following the mentorship pairing, participants will be asked to complete an evaluation to provide feedback on the program for future programming and planning.

ELIGIBILITY

Participation is open to all Safe States members in active standing, and enrollment will take place on a rolling basis throughout the year. Mentors and mentees will be matched based on programmatic interests, career goals, and experience in injury and violence prevention. To participate in the mentee role, individuals should be current students, recent graduates, or newer IVP professionals in the field. To participate in the mentor role, individuals should have a minimum of five years of experience in the IVP field.

ROLES & RESPONSIBILITIES

Mentors are encouraged to grow their mentees' knowledge and development in IVP through:

- Participating in scheduled meetings (phone calls or virtual) on a regular basis
- Offering advice and ideas to practice new skills and explore opportunities for growth
- Providing feedback
- Celebrating mentees' successes

Mentees are encouraged to learn and develop in IVP through:

- Participating in scheduled meetings (phone calls or virtual) on a regular basis
- Being open to new ideas and experiences that may go beyond comfort level
- Asking for feedback
- Celebrating successes with their mentor

Cross-Mentorship opportunities are available with IVP professionals in state and local health departments, hospitals/trauma centers, injury prevention research centers, non-profit organizations, colleges and universities, federal agencies, and tribal health programs.

HELPFUL GUIDELINES FOR MENTORSHIP:

During meetings and communications, mentors and mentees are encouraged to:

- Share backgrounds in initial meetings
- Explain their career and public health journeys
- Agree on the structure and objectives of mentorship
- Set goals for mentorship and establish boundaries
- Establish meeting schedule
- Ask questions and listen attentively
- At the six-month point, determine the next steps with mentorship

When meeting, suggested discussion topics can include:

(This is not an exhaustive list; feel free to add as needed)

- *Personal goals in work and career
- *Topical areas across IVP work
- *Fundraising
- *Grant writing
- *Time management
- *Influential peers
- *Conflict resolution
- *Leadership skills
- *Meeting facilitation
- *Challenges in IVP
- *IVP research
- *Public policy
- *Working with stakeholders
- *Conferences, trainings, and other professional development opportunities

RESOURCES AVAILABLE:

- ~[IVP 360](#)
- ~[IVP Orientation Toolkit](#)
- ~[Core Components, Standards, and Indicators of a Model IVP Program](#)
- ~[Policy Tools](#)
- ~[Committees](#)
- ~[Special Interest Groups](#)

For more information about the Safe States Mentorship Program,
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safestates.org

The **Safe States Alliance** is a national non-profit 501(c)(3) organization dedicated to serving as the national voice in support of state and local injury and violence prevention professionals engaged in building a safer, healthier America. Founded in 1993, the Safe States Alliance is the only national non-profit organization comprised of public health injury and violence prevention professionals representing all states and territories in the United States.