



Harnessing technology *for* greater social impact

Arundhuti Gupta
21 September

Objectives

1

Introduce
mentorship & the
global mentoring
movement

2

Our foray into
using technology
to *support*
program delivery

3

Our foray into
using technology
*for program
delivery*

4

What we have
learned

Objective

1

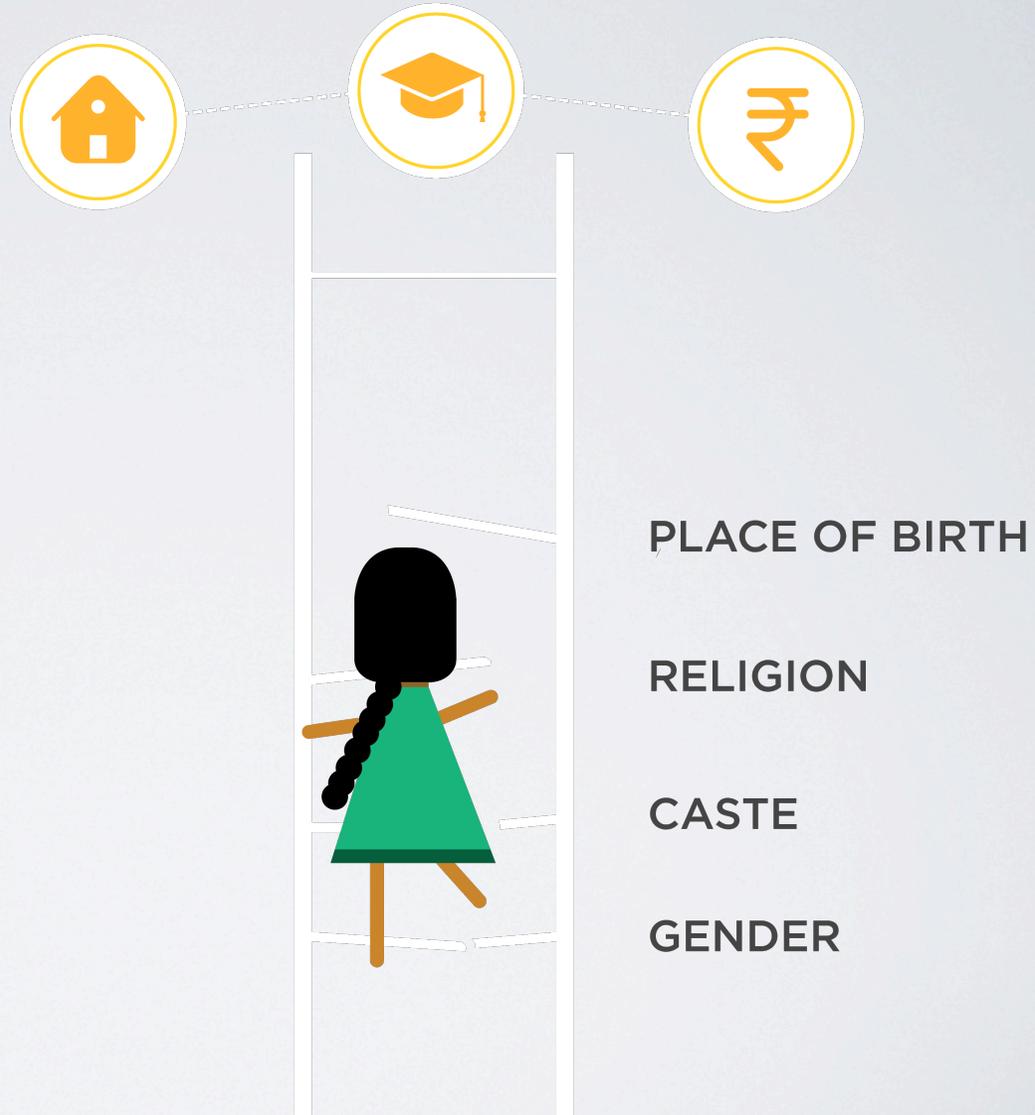
Introduce mentorship &
the global mentoring
movement

A photograph of two women sitting outdoors, smiling and talking to each other. The woman on the left has long dark hair and is wearing a patterned top. The woman on the right has her hair pulled back and is wearing a dark top. They are sitting on what appears to be a patterned bag or blanket. The background is a soft-focus outdoor setting with greenery and a building.

Founded in 2010 by Arundhuti Gupta and Dr. Rajeev Gowda, **Mentor Together** facilitates empowering **one-to-one** mentoring relationships for young people from **disadvantaged backgrounds** that help them **break the inequality of opportunity**

Lottery of Birth

17% wage inequality from family background alone*
(Singh, 2010)



The model adopted by Mentor Together impacts youth by:



Enhancing social
relationships and
emotional well-
being.



Improving cognitive
skills through
instruction and
conversation.



Promoting positive
identity
development via
role models.

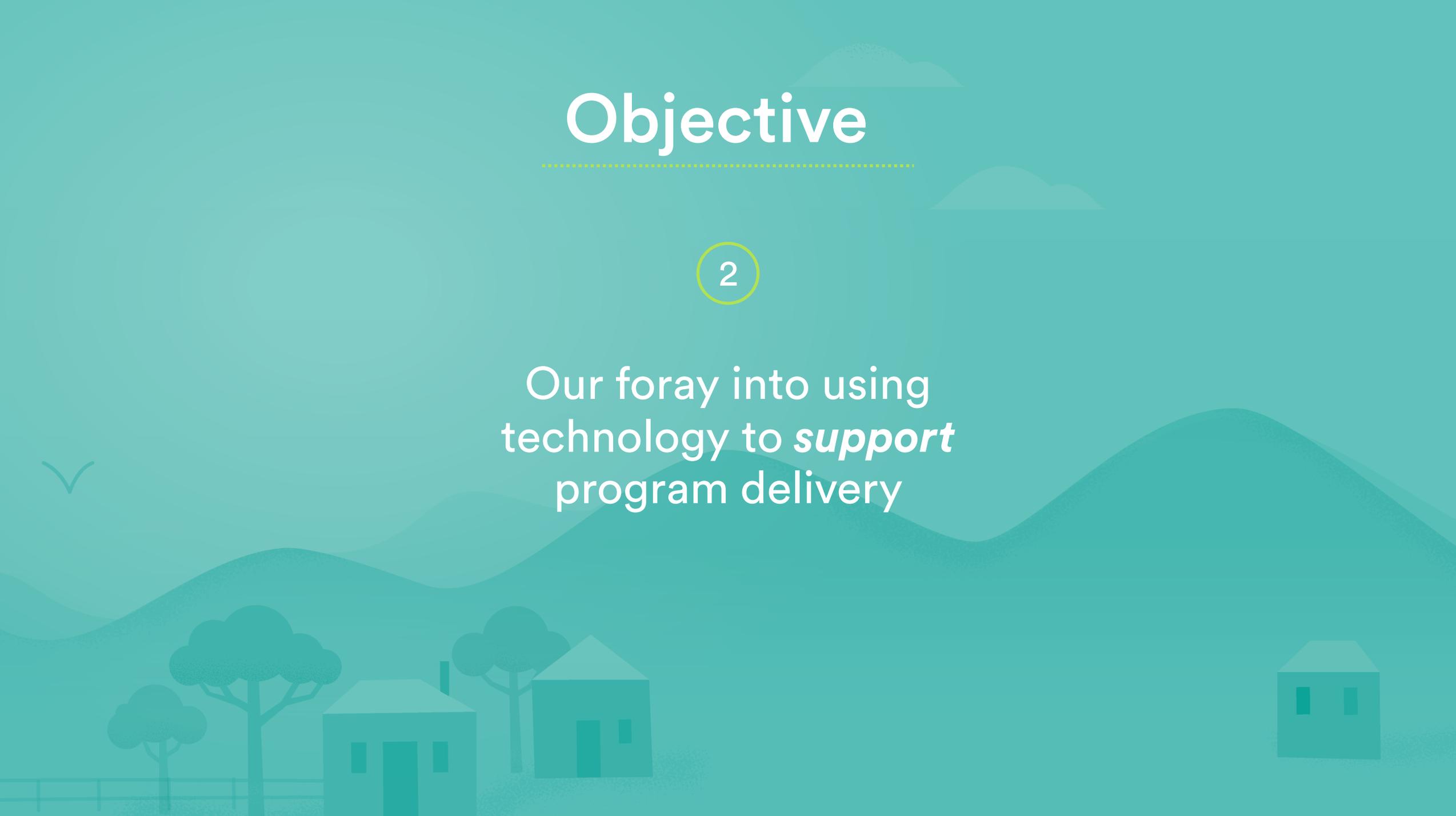
Rhodes et al (2006),
'A model for the influence of mentoring relationships on youth development',
Journal of Community Psychology

A photograph of two women sitting outdoors, smiling and talking. The woman on the left has long dark hair and is wearing a patterned top. The woman on the right has her hair braided and is wearing a dark top. They are sitting on a patterned cushion. The background is a blurred outdoor setting with greenery and a building.

Origins of Formal Mentorship

Century old
Community driven
Curated interpersonal relationships
Over 4000
organisations in America

Objective



2

Our foray into using
technology to *support*
program delivery

A photograph of two men sitting outdoors on a ledge, engaged in a conversation. The man on the left is wearing a dark polo shirt with red accents and dark pants. The man on the right is wearing a dark polo shirt with white horizontal stripes and dark pants. They are both smiling and looking at each other. The background is a blurred outdoor setting with trees and foliage. A semi-transparent dark grey box is overlaid on the image, containing the text.

**A technology workflow to match the
mentorship experience, and aid
project management**

Mentor selection - a workflow to manage over 6500 applications

Home > End_user > Mentor applications

Select mentor application to change

Add mentor application +

Search

Search application(s) that came in between [] and [] Search

Action: [] Go 0 of 100 selected

| <input type="checkbox"/> | First name | Last name | City | Application Came On | Status |
|--------------------------|----------------------|----------------|--------------------------|---------------------|--------|
| <input type="checkbox"/> | Anand | Bhadule | Pune | Aug. 9, 2017 | Active |
| <input type="checkbox"/> | Deepikakumari | Mandawat | Pune | Aug. 9, 2017 | Active |
| <input type="checkbox"/> | Shivam | Arora | Pune | Aug. 9, 2017 | Active |
| <input type="checkbox"/> | Ananda Bibek | Ray | Pune | Aug. 9, 2017 | Active |
| <input type="checkbox"/> | Ligesh | Kodiyant | Navi Mumbai (New Mumbai) | Aug. 3, 2017 | Active |
| <input type="checkbox"/> | Nagappan | Ramanathan | Chennai | Aug. 3, 2017 | Active |
| <input type="checkbox"/> | Abhijit | Gunjewar | Pune | July 31, 2017 | Active |
| <input type="checkbox"/> | RenugaDevi | Selvanathan | Chennai | July 27, 2017 | Active |
| <input type="checkbox"/> | Madhusudan | Dhakite | Pune | July 27, 2017 | Active |
| <input type="checkbox"/> | Soumya | Soni | Chennai | July 27, 2017 | Active |
| <input type="checkbox"/> | Aditya | Sridharan | Chennai | July 25, 2017 | Active |
| <input type="checkbox"/> | Prabha | Desai | Pune | July 25, 2017 | Active |
| <input type="checkbox"/> | Ashish | Baheti | Chennai | July 25, 2017 | Active |
| <input type="checkbox"/> | Sourabh | Pawar | Chennai | July 25, 2017 | Active |
| <input type="checkbox"/> | Gururaj | Prakash | Chennai | July 24, 2017 | Active |
| <input type="checkbox"/> | DURGA SRINIVAS VARMA | TIRUMANI | Pune | July 22, 2017 | Active |
| <input type="checkbox"/> | Princy | Khandelwal | Pune | July 20, 2017 | Active |
| <input type="checkbox"/> | Kavita | Bhanushali | Thane | July 20, 2017 | Active |
| <input type="checkbox"/> | Umesh | Salgaonkar | Pune | July 19, 2017 | Active |
| <input type="checkbox"/> | Venkatramanan | Shekar | Chennai | July 18, 2017 | Active |
| <input type="checkbox"/> | vijay krishna | suthanthiraraj | Chennai | July 18, 2017 | Active |

Filter

By status

All

- Pending approval for Stage 1
- Defer from stage 1 due to city
- Defer from stage1 due to background
- Stage 2 form filled sent Stage 2 form filled
- Defer from stage 2 due to form not filled
- Defer from stage 2 due to background
- Pending Interview
- Rejected after Interview
- Interview not conducted/failed
- Awaiting review
- Pending Activation
- Final Defer
- Active
- Inactive

A 13 point matching algorithm

Home

Project: [WBM Bangalore 2017 - 2018](#)

Include active mentors

[Mandatory Filters](#) : Project , Gender

[Must Have Filters](#) : City X , Meeting Time X , Career Interest X , Under Grad Edu Course X , Under Grad Edu Subject X , Personality X

[Good To Have Filters](#) : Age Group X , Strength X , Higher Edu X , Languages X , Hobbies X , Sec Edu X

Apply All

Discard All

Download As CSV

[Girish Doddenkundi](#)

| Applications | Values | Scores |
|--------------------|---|--------|
| Deepak Halladamani | <u>City</u> : Bangalore <u>Age Group</u> : 12-15_school <u>Gender</u> : Male <u>Meeting Time</u> : Weekday evenings,Saturdays only,Sundays only <u>Languages</u> : Kannada <u>Strength</u> : Academic assistance,Building soft skills,Emotional Support <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Sec Edu</u> : Arts <u>Personality</u> : Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 12.40 |
| Kaushik Krishna | <u>City</u> : Bangalore <u>Age Group</u> : no_pref <u>Gender</u> : Male <u>Meeting Time</u> : Weekday evenings,Sundays only <u>Languages</u> : Telugu,Kannada <u>Strength</u> : Career readiness (interview skills or CV or Job hunting),Building soft skills,Career Counseling,Basic computer skills (MS Office or internet etc.),English <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 12.20 |
| Aravind M S | <u>City</u> : Bangalore <u>Age Group</u> : no_pref <u>Gender</u> : Male <u>Languages</u> : Kannada <u>Strength</u> : Career readiness (interview skills or CV or Job hunting),Building soft skills,Career Counseling,Basic computer skills (MS Office or internet etc.),English <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Career Interest</u> : IT and Computers <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 11.20 |
| Vijay Rao | <u>City</u> : Bangalore <u>Age Group</u> : no_pref <u>Gender</u> : Male <u>Languages</u> : Kannada <u>Strength</u> : Career readiness (interview skills or CV or Job hunting),Building soft skills,Career Counseling,Basic computer skills (MS Office or internet etc.) <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Career Interest</u> : IT and Computers <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 10.80 |
| Koushik Reddy U | <u>City</u> : Bangalore <u>Age Group</u> : 12-15_school <u>Gender</u> : Male <u>Languages</u> : Telugu,Kannada <u>Strength</u> : Building soft skills,Emotional Support,English <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Career Interest</u> : IT and Computers <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 10.80 |

[Asfiya Agara](#)

| Applications | Values | Scores |
|-------------------|---|--------|
| Shruthi Ramagopal | <u>Age Group</u> : 12-15_school <u>Gender</u> : Female <u>Meeting Time</u> : Weekday evenings,Weekends <u>Languages</u> : Hindi,Kannada <u>Strength</u> : Academic assistance,Basic computer skills (MS Office or internet etc.),Emotional Support,Career Counseling <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Sec Edu</u> : Science <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Self-Reliance: Self-reliant, solitary, resourceful, individualistic, self-sufficient.,Liveliness-Lively, animated, spontaneous, enthusiastic, happy go lucky, cheerful, expressive, impulsive.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people.,Emotional Stability-Emotionally stable, adaptive, mature, faces reality calmly. | 13.40 |
| shobhitha t v | <u>City</u> : Bangalore <u>Age Group</u> : 12-15_school <u>Gender</u> : Female <u>Meeting Time</u> : Weekends <u>Languages</u> : Hindi,Kannada <u>Strength</u> : Academic assistance,Basic computer skills (MS Office or internet etc.),Career Counseling <u>Project</u> : Bangalore Flagship 2016 - 2017 <u>Sec Edu</u> : Science <u>Personality</u> : Openness to Change: Open to change, experimental, liberal, analytical, critical, free thinking, flexibility.,Self-Reliance: Self-reliant, solitary, resourceful, individualistic, self-sufficient.,Liveliness-Lively, animated, spontaneous, enthusiastic, happy go lucky, cheerful, expressive, impulsive.,Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people. | 13.40 |

A dashboard to track every project

arundhuti's Dashboard

Total active projects managed : 35
Total active mentorships managed: 405
Total mentorship hours logged: 6421
Total meetings logged: 3384

Active Projects:

Export to CSV file

| Name | Start Date | End Date | Description | Admins | Total active mentorships | Total mentorship matches | Total meetings | Total meeting hours |
|--|------------|------------|---|--|--------------------------|--------------------------|----------------|---------------------|
| Bangalore Flagship 2015 - 2016 | 2015-06-26 | 2018-10-01 | Community based life-skills program sponsored by Dalyan | DattatrayaNaik / arundhuti / guruprasad / ashwinikambar / namratabaruah / deepak.a.h / madhushree | 24 | 136 | 1076 | 1890 |
| Bangalore Flagship 2016 - 2017 | 2016-06-21 | 2018-08-31 | Community based life-skills program sponsored by Dalyan/EdelGive | DattatrayaNaik / arundhuti / guruprasad / ashwinikambar / namratabaruah / deepak.a.h / madhushree / FrankA | 94 | 128 | 481 | 899 |
| WBM Blr In-person 2016-2017 | 2016-06-08 | 2018-06-30 | FFE In-Person-Bangalore for the year 2016-17 | vandanapurohit / fsajid / deric / namratabaruah / arundhuti / Ashwini / jeanboddu / RadhikaChabria | 36 | 97 | 495 | 1119 |
| Amdocs Hadapsar 2016 | 2016-06-24 | 2018-06-30 | Mentorship Evaluation Study | arundhuti / deepaksarode / m2gdummy / wesleyeben / KalikaMoniz / mayurik / pranotiedke / meghna / seema | 31 | 67 | 269 | 472 |
| Chennai Flagship 2014 | 2014-08-29 | 2017-09-30 | Chennai Project for the school students. | jeniferraja / arundhuti / namratabaruah / deric / sandheepmt | 1 | 58 | 77 | 114 |
| Chennai FFE - Chrompet | 2016-10-15 | 2018-12-31 | This project contains mentorships for FFE scholars in MIT, Chrompet | jeanboddu / arundhuti / namratabaruah / deric / sandheepmt | 52 | 53 | 102 | 196 |
| Chennai 2014 | 2014-08-08 | 2018-01-31 | Chennai Flagship program with CTS outreach | jeniferraja / arundhuti / namratabaruah / deric / sandheepmt | 1 | 47 | 84 | 133 |
| Mumbai - Udaan | 2016-10-04 | 2018-10-04 | This is a work based mentoring program with the age group of 16-20 from the Udaan Foundation, Powai, Mumbai | Udaan_mumbai / namratabaruah / arundhuti / archana@mentortogether.org / rituparnadutta / rahulsable | 26 | 36 | 241 | 508 |

....and every mentorship

Namratha Ravishankar <--> Priyanka Agara

Number of meetings: **20**

Average meetings per month: **1**

Average meeting length: **104 minutes**

Average meeting frequency: **12 days**

Curriculum topics completed: **20 topics**

Percentage curriculum topics completed: **65.38 %**

Average curriculum rating: **4**

Pending Logs and Upcoming Meetings :

Export to CSV file

| Id | Meeting Planned On | Last Log Remind |
|------|--------------------|-----------------|
| 3780 | 2016-07-08 | null |
| 3813 | 2016-07-31 | null |
| 3848 | 2016-09-01 | null |
| 3902 | 2016-09-18 | null |
| 3959 | 2016-10-16 | null |
| 4020 | 2016-11-01 | null |
| 4227 | 2016-11-14 | null |

Submitted Logs :

Export to CSV file

| Date | Venue | Duration (Minutes) | Curriculum | Curriculum Content Rating |
|------------|-----------------|--------------------|---|---------------------------|
| 2016-12-30 | Mentee's home | 90 | Flagship Level : Climbing up the slope (Part II) | 4 |
| 2016-12-28 | Mentee's home | 120 | Flagship Level : Climbing up the slope (Part I) | 5 |
| 2016-12-21 | Mentee's home | 120 | Flagship Level : Slipping down the slope (Part II) | 5 |
| 2016-12-15 | Mentee's home | 120 | Flagship Level : Slipping down the slope (Part I) | 4 |
| 2016-12-07 | Mentee's home | 120 | Flagship Level : Mission Everest! | 5 |
| 2016-11-30 | Mentee's home | 120 | Flagship Level : Time Travel | 4 |
| 2016-11-24 | Mentee's home | 120 | Flagship Level : Silver Lining in a Black Cloud | 5 |
| 2016-11-16 | HSR BDA complex | 120 | Flagship Level : Let's spot the see-saws around us! | 5 |
| 2016-11-03 | Mentee's home | 90 | Flagship Level : See-saw effect | 5 |

INDIA'S LARGEST ONE-ONE YOUTH MENTORING ORGANISATION



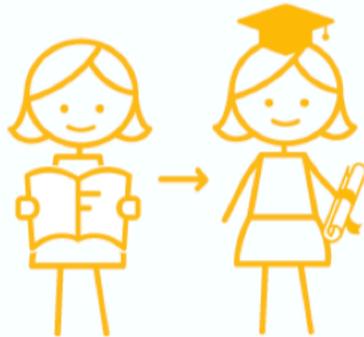
5

Cities



4000

mentees



Life Skills



Work Skills

Objective



3

Our foray into using technology
for program delivery

The challenges of scaling

Vulnerable youth
experience a variety
of challenges that
limit their access to
mentorship: a
shortage of mentors;
restricted mobility;
and isolated locations.





The challenges of scaling

Potential mentors also face many obstacles to becoming mentors: time pressures; travel logistics; and limited opportunities among them.

The opportunity

**But almost every potential
mentor and mentee has access
to a phone? How can we use
mobile technology to overcome
these obstacles?**

Introducing...



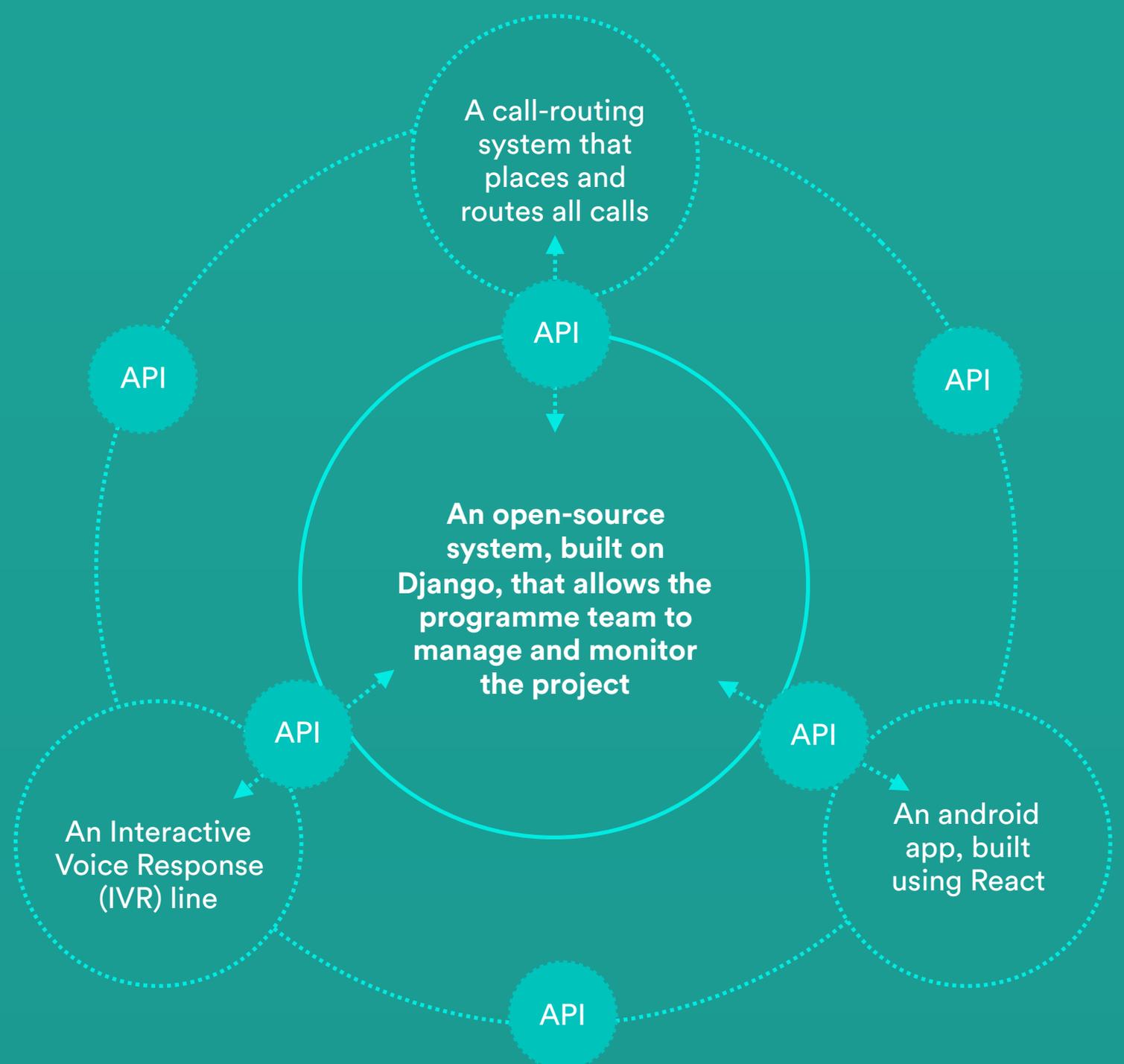


The Technology

Our open-source system has been designed to automate as much of the management of the programme as possible.

This initial investment in technology has poised us for future extensions:

- languages
- activities
- curricula
- channels (eg. Whatsapp)
- matching criteria
- different cohorts (A/B testing)

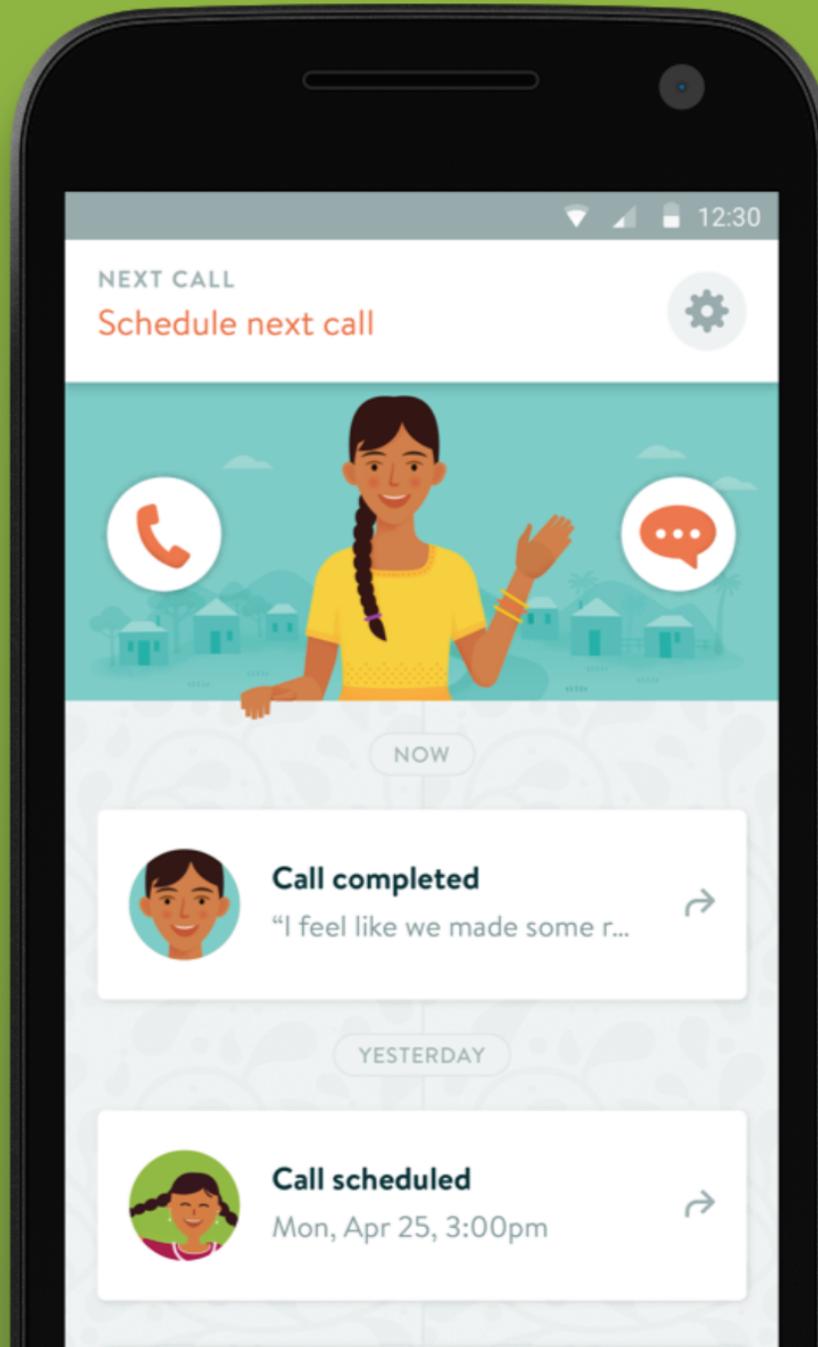




Let's take a
closer look
at the app

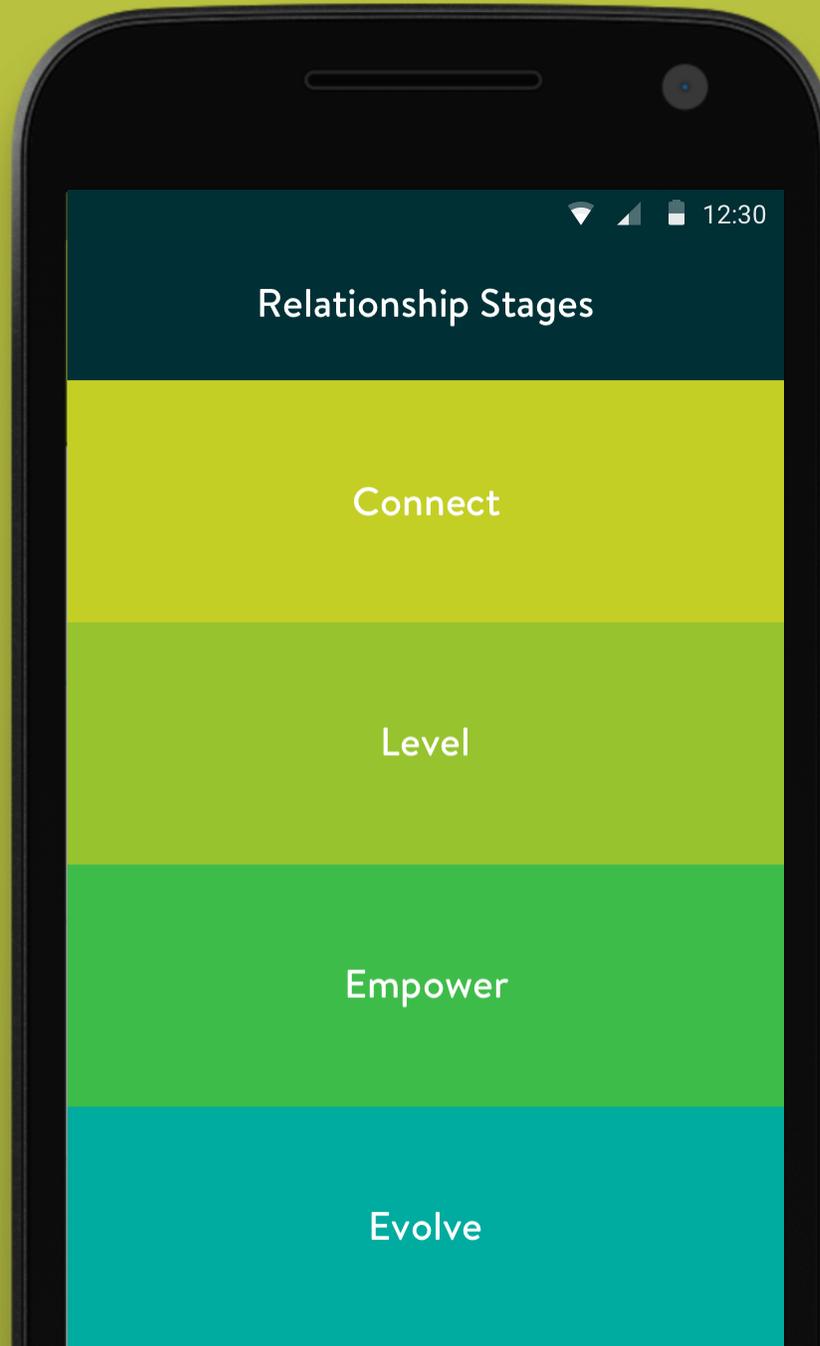
The app overview

The app allows mentors to navigate through a stream of moments and milestones representing their journey as a mentor.



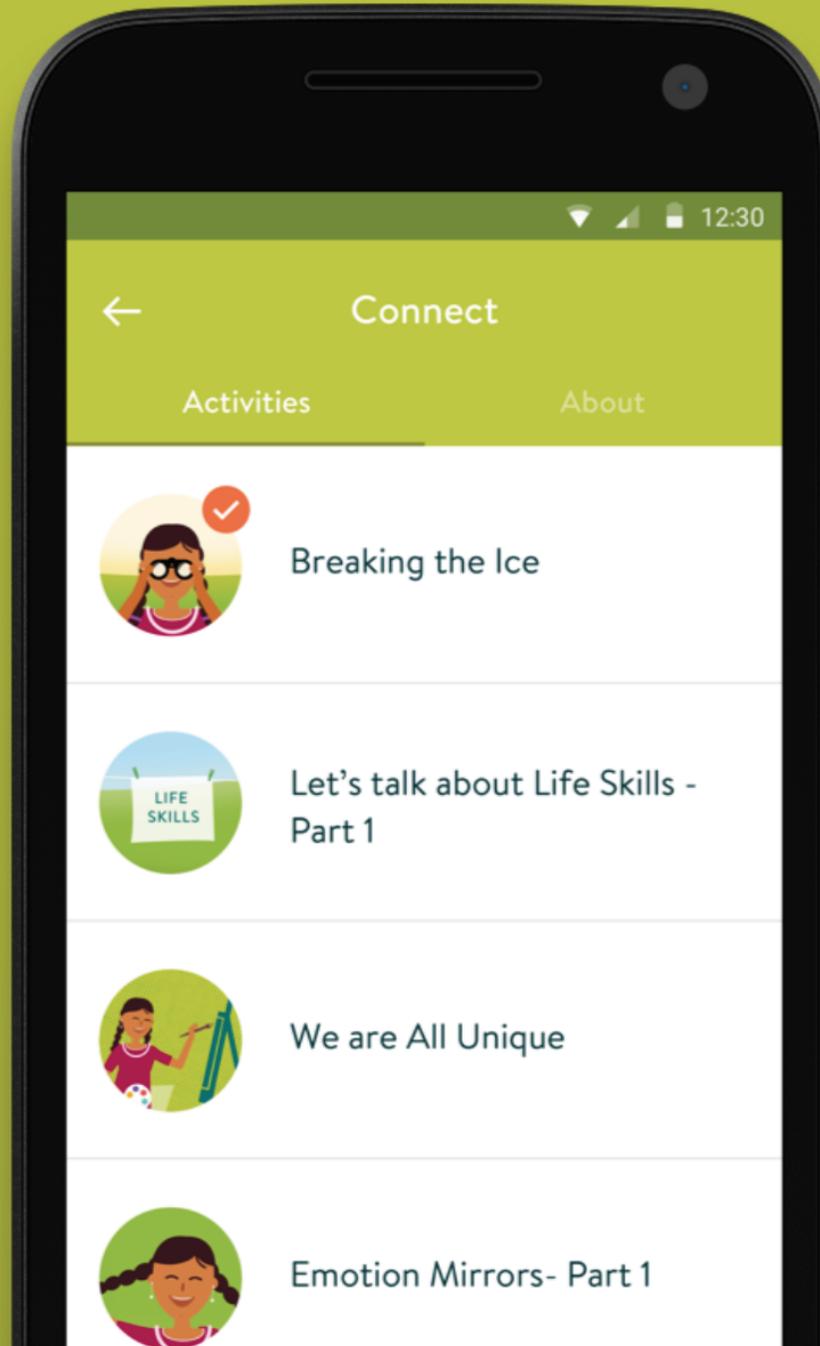
The app overview

Through an evidence-based curriculum, mentor and mentees progress through various stages of their relationship.



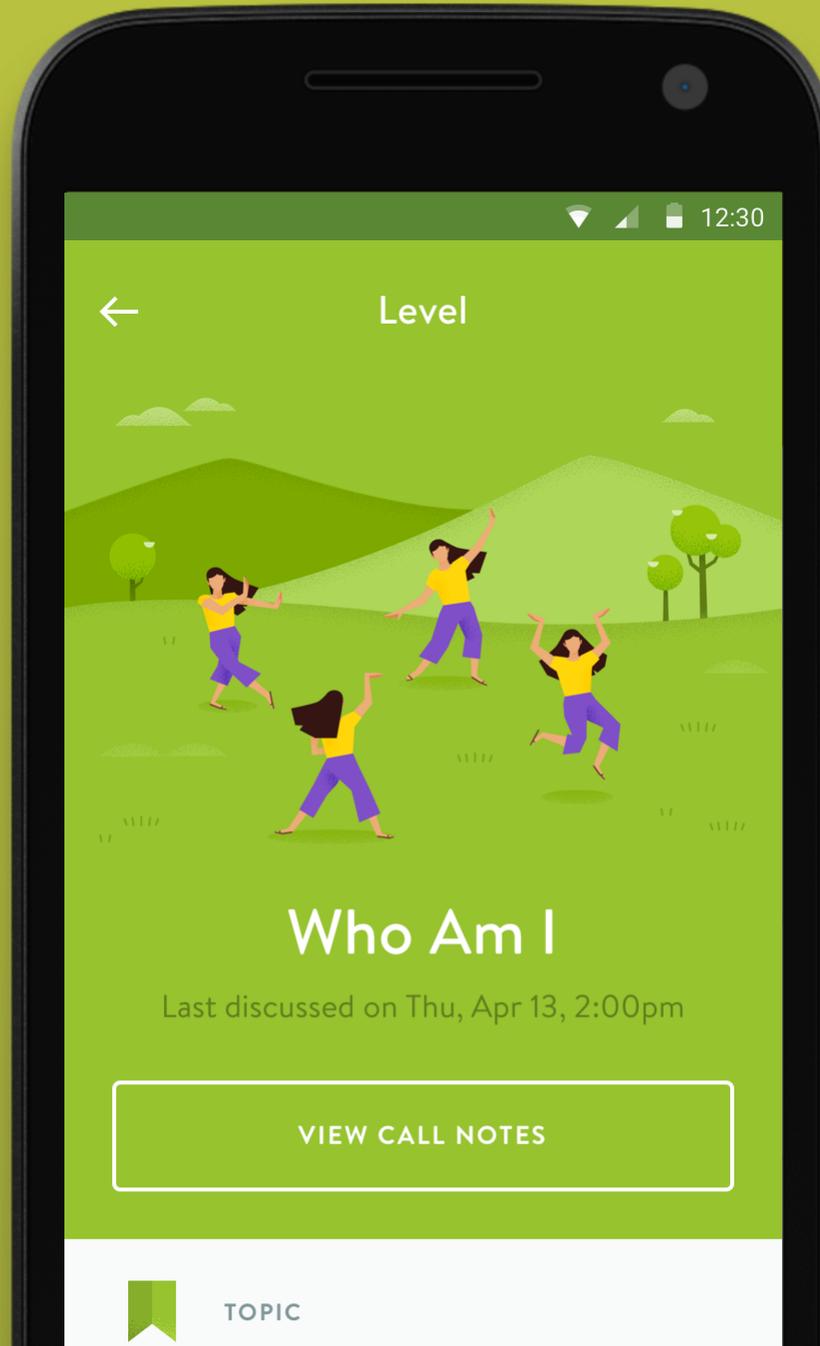
The app overview

Each level provides mentors with a range of activities to conduct with their mentee, designed specifically for mobile.



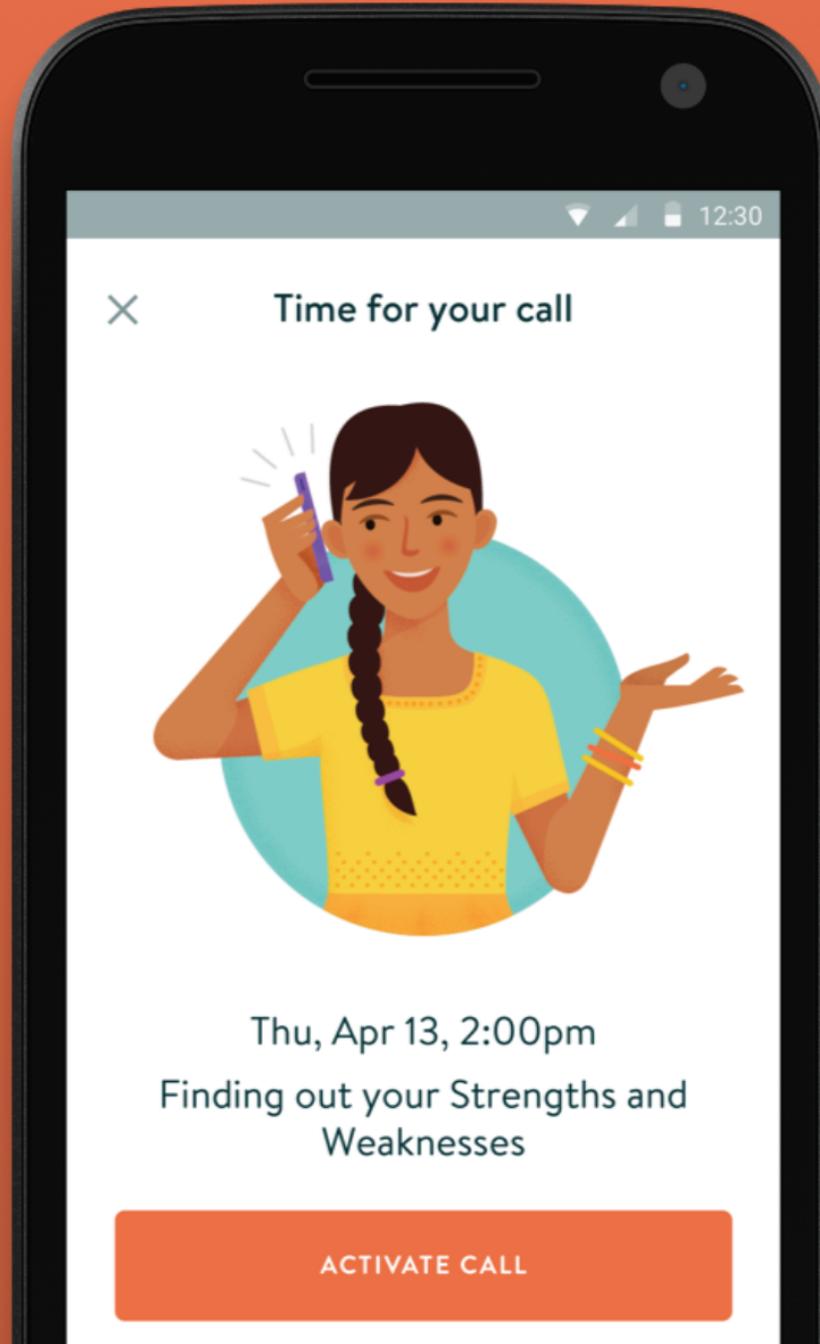
The app overview

Each activity is broken down into an easy-to-use set of cards with clear topics and objectives. Mentors can schedule specific activities for upcoming calls and revisit activities to review their notes.



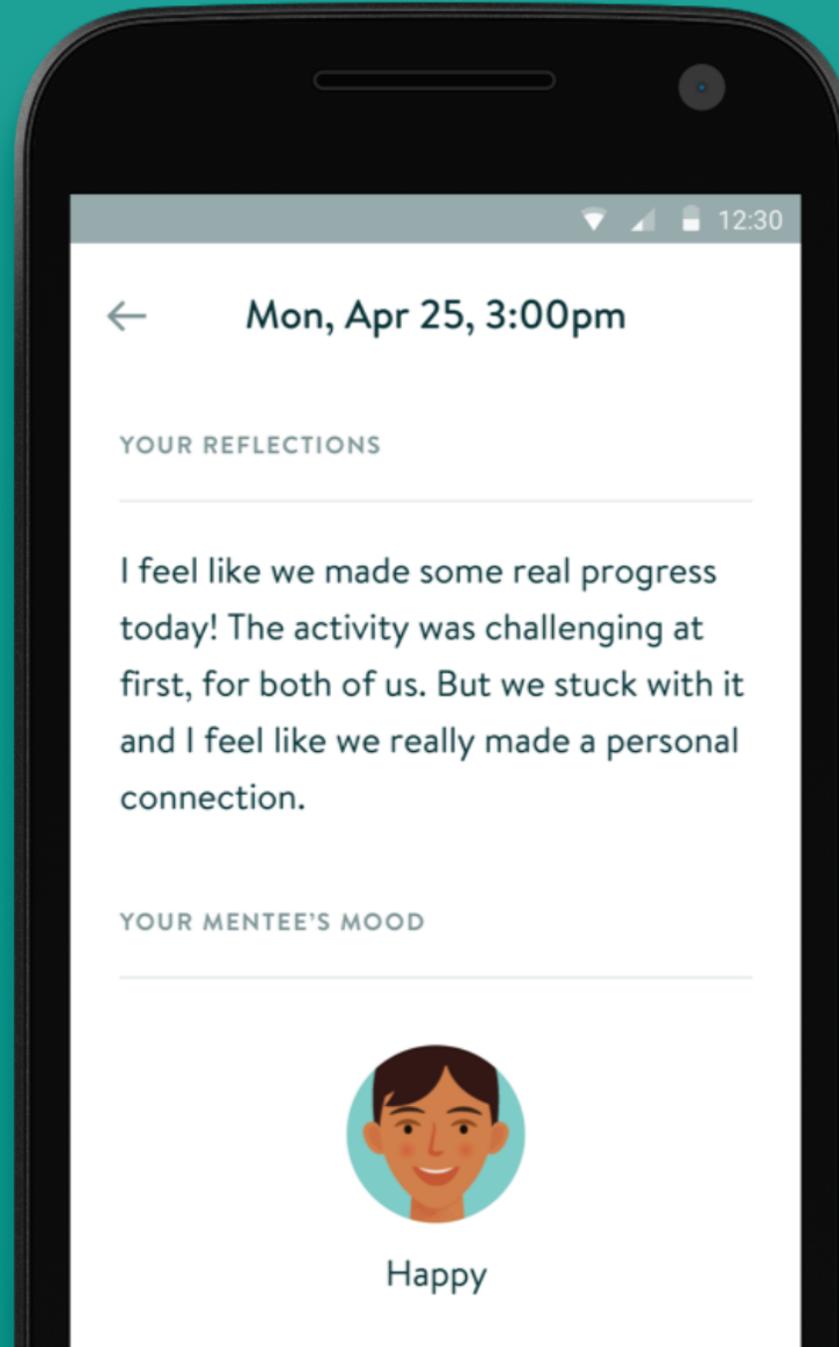
The app overview

All calls are routed through the app to ensure calls are free and that personal contact details are protected. Mentors and mentees receive notifications ahead of time to help them prepare for the call too.



The app overview

At the end of every call, mentors are asked to reflect on the session and what they need to achieve next – helping them grow as mentors and providing invaluable information to the programme team.



What's our goal

To scale mentorship to 20,000
pairs by the end of 2021

Funding

Access to mentors

Sponsorships

Content

Networks

Technology

Access to girls

Objective



4

What we have
learned

1:

**Use readily available technology
to mock up your project
management needs or your
technology workflow**

2:

**Open source (Django, Wagtail
etc.) any day over expensive
proprietary systems like
Salesforce**

3:

**Find in-kind technology
partnerships to initially build
prototypes and demonstrate
value**

4:

**Invest in tech as a cost once you
have a working prototype to
show grantors**

Thank you

Arundhuti Gupta

CEO, Mentor Together

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