



Disability Mentoring Day- Hawai'i

Oct. 21, 2009

Frequently Asked Questions

What is Disability Mentoring Day (DMD)?

Disability Mentoring Day (DMD) is an opportunity to promote career development for students and job-seekers with disabilities through job shadowing and hands-on career exploration. DMD provides an opportunity to emphasize connections between school and work, evaluate personal goals, explore possible career paths, and develop lasting mentor/mentee relationships. Mentors have the satisfaction of sharing what they do in their jobs or careers and perhaps in finding future employees or friends.

DMD is observed each year on the third Wednesday of October to coincide with National Disability Employment Awareness Month. DMD began in 1999 with job shadowing at the Clinton White House and has since expanded to an international event coordinated by the American Association of People with Disabilities (www.aapd.com/DMD/).

In Hawai'i, DMD is sponsored by the University of Hawaii's Center on Disability Studies and in 2009 the My Voice, My Choice project (www.cds.hawaii.edu/myvoice) is facilitating DMD.

What is a mentee and who are DMD Mentees?

Mentees are individuals with disabilities who may be high school or college students or graduates or in other transitional life stages.

Mentees "join the field" for a day or a part of a day with a DMD mentor to have a better idea of what to expect from a job or career they are interested. Mentees will likely want to know what the job is like, what skills or education are needed for the job and what to expect on the job.

What is a DMD mentor?

DMD mentors are people who volunteer to host one or more mentees at their workplace and show the mentees what to expect at their type of job or career. Mentors with disabilities are encouraged, but not necessary.

How are mentees and mentors matched?

Mentees and mentors are recruited and matched based on their job/career interests by DMD staff.

What is a DMD liaison?

Liaisons are community members who organize DMD mentoring matches, publicity, and events on Hawaii's islands other than O'ahu. Liaisons connect with their island community to spread awareness about DMD and to provide opportunities for community members to participate as mentors and mentees.

A liaison's primary responsibility is to connect mentors and mentees. DMD may be publicized through local media outlets and community organizations.

Liaisons are available to mentors and mentees through this process.

Is there a DMD event?

The DMD Planning Committee is planning an informational Coffee/ Tea Hour on O'ahu. The date, time and place are to be determined. This activity will give mentors and mentees a chance to meet others and learn more about Disability Mentoring Day. Liaisons may want to organize a similar event in their neighbor island community.

What will happen on Disability Mentoring Day?

On DMD, mentees will meet with their mentors for an hour to half a day at the mentor's job site. Mentees may have a variety of interests and want to learn about various fields. Mentors will have the opportunity to tell mentees about what they do day-to-day, which skills are required for the job, and answer any questions that the mentees might have related to the field.

Where can I find out more about Disability Mentoring Day?

For more information, including learning how you can be a mentee or mentor, contact Nathan Say at nesay@hawaii.edu or 808-956-5472, or James Brightman at 808-956-7991.

Helpful Hint

*A friendly face and reassuring word will go a long way
to making Disability Mentoring Day a success!*



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