

## How to be an Effective Peer Community Partner

New community partners can benefit from the guidance, support, and expertise of seasoned partners. This document serves to provide guidance on how to be an effective peer community partner.

### Objectives:

- 1) Experienced community partners will help new partners feel more welcomed as a member of the program.
- 2) Experienced community partners will provide ad-hoc guidance to new partners on various aspects of being a member as needed.
- 3) Experienced community partners will meet with new partners at least once during the onboarding process to welcome them to the program and answer any questions.
- 4) Experienced community partners will communicate with appropriate staff on aspects of training and onboarding they feel should be changed, if necessary.

### Supportive Behaviours:

- Take initiative by reaching out to your peer mentee on a regular basis to check in
- Express genuine interest in getting to know your mentee
- Convey energy and excitement about being a community partner
- Be responsible and try to be available to your mentee, especially as they are onboarding
- When answering your mentee's questions, give truthful opinions and accurate information; if you can't answer a question reach out to staff
- Be a positive role model

### Roles and Responsibilities:

#### A. Individual Peer Mentor

- Offer relevant experience, tips, and advice
- Employ good communication and interpersonal skills
- Respond to queries in a timely manner via appropriate communicate channels
- Seek feedback on effectiveness on their mentoring
- Dedicate adequate time and willingness to develop relationships with new community partners

#### B. Individual Peer Mentee

- Participate actively in the peer-to-peer mentoring process
- Be willing to seek out resources, ask questions, and take initiative
- Share goals and expectations with peer mentor
- Provide feedback on effectiveness of the peer-to-peer mentoring program

### C. Health or Social Service Organization

- Maintain an organizational structure that supports, rewards, and values peer mentoring
- Regularly evaluate the utility of peer-to-peer mentoring and its effectiveness of individual mentors
- Facilitate peer-to-peer matching
- Provide relevant training, resources, and support