



# Harnessing technology *for* greater social impact

*Arundhuti Gupta*  
*21 September*

# Objectives

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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

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1

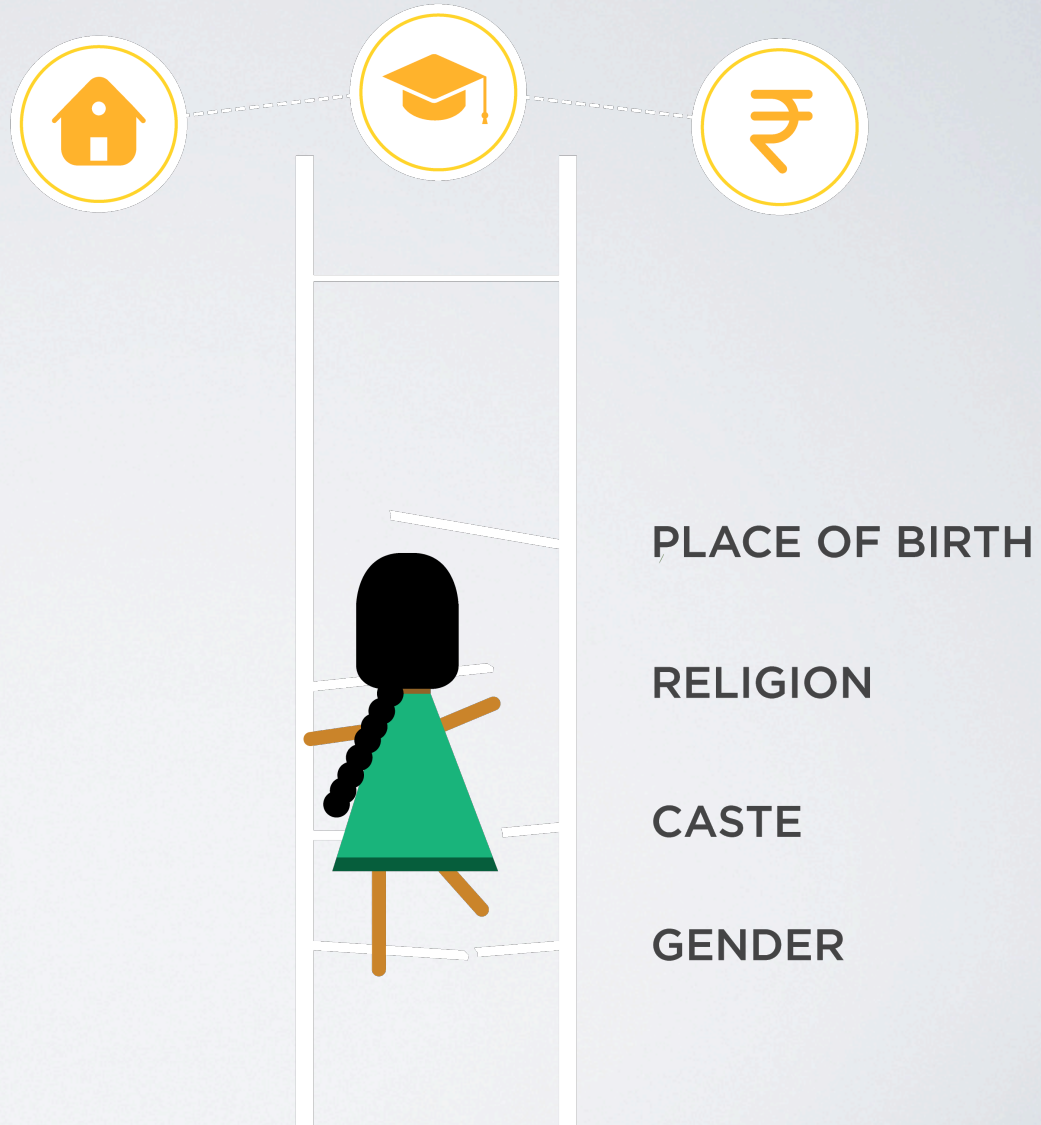
Introduce mentorship &  
the global mentoring  
movement

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 pulled back and is wearing a dark top. They are sitting on a patterned surface, possibly a rug or blanket. The background is a blurred 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 trees 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

## 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><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : 12-15_school <u><a href="#">Gender</a></u> : Male <u><a href="#">Meeting Time</a></u> : Weekday evenings,Saturdays only,Sundays only <u><a href="#">Languages</a></u> : Kannada <u><a href="#">Strength</a></u> : Academic assistance,Building soft skills,Emotional Support <u><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Sec Edu</a></u> : Arts <u><a href="#">Personality</a></u> : Warmth - Warm, outgoing, attentive to others, kindly, easy-going, participating, likes people.	12.40
Kaushik Krishna	<u><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : no_pref <u><a href="#">Gender</a></u> : Male <u><a href="#">Meeting Time</a></u> : Weekday evenings,Sundays only <u><a href="#">Languages</a></u> : Telugu,Kannada <u><a href="#">Strength</a></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><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Personality</a></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><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : no_pref <u><a href="#">Gender</a></u> : Male <u><a href="#">Languages</a></u> : Kannada <u><a href="#">Strength</a></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><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Career Interest</a></u> : IT and Computers <u><a href="#">Personality</a></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><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : no_pref <u><a href="#">Gender</a></u> : Male <u><a href="#">Languages</a></u> : Kannada <u><a href="#">Strength</a></u> : Career readiness (interview skills or CV or Job hunting),Building soft skills,Career Counseling,Basic computer skills (MS Office or internet etc.) <u><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Career Interest</a></u> : IT and Computers <u><a href="#">Personality</a></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><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : 12-15_school <u><a href="#">Gender</a></u> : Male <u><a href="#">Languages</a></u> : Telugu,Kannada <u><a href="#">Strength</a></u> : Building soft skills,Emotional Support,English <u><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Career Interest</a></u> : IT and Computers <u><a href="#">Personality</a></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><a href="#">Age Group</a></u> : 12-15_school <u><a href="#">Gender</a></u> : Female <u><a href="#">Meeting Time</a></u> : Weekday evenings,Weekends <u><a href="#">Languages</a></u> : Hindi,Kannada <u><a href="#">Strength</a></u> : Academic assistance,Basic computer skills (MS Office or internet etc.),Emotional Support,Career Counseling <u><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Sec Edu</a></u> : Science <u><a href="#">Personality</a></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><a href="#">City</a></u> : Bangalore <u><a href="#">Age Group</a></u> : 12-15_school <u><a href="#">Gender</a></u> : Female <u><a href="#">Meeting Time</a></u> : Weekends <u><a href="#">Languages</a></u> : Hindi,Kannada <u><a href="#">Strength</a></u> : Academic assistance,Basic computer skills (MS Office or internet etc.),Career Counseling <u><a href="#">Project</a></u> : Bangalore Flagship 2016 - 2017 <u><a href="#">Sec Edu</a></u> : Science <u><a href="#">Personality</a></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

Home

## 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
<a href="#">Bangalore Flagship 2015 - 2016</a>	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
<a href="#">Bangalore Flagship 2016 - 2017</a>	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
<a href="#">WBM Blr In-person 2016-2017</a>	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
<a href="#">Amdocs Hadapsar 2016</a>	2016-06-24	2018-06-30	Mentorship Evaluation Study	arundhuti / deepaksarode / m2gdummy / wesleyeben / KalikaMoniz / mayurik / pranotiedke / meghna / seema	31	67	269	472
<a href="#">Chennai Flagship 2014</a>	2014-08-29	2017-09-30	Chennai Project for the school students.	jeniferraja / arundhuti / namratabaruah / deric / sandheepmt	1	58	77	114
<a href="#">Chennai FFE - Chrompet</a>	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
<a href="#">Chennai 2014</a>	2014-08-08	2018-01-31	Chennai Flagship program with CTS outreach	jeniferraja / arundhuti / namratabaruah / deric / sandheepmt	1	47	84	133
<a href="#">Mumbai - Udaan</a>	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

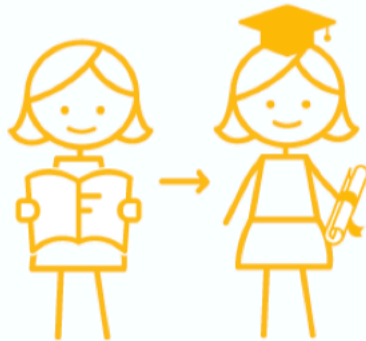


**5**

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...



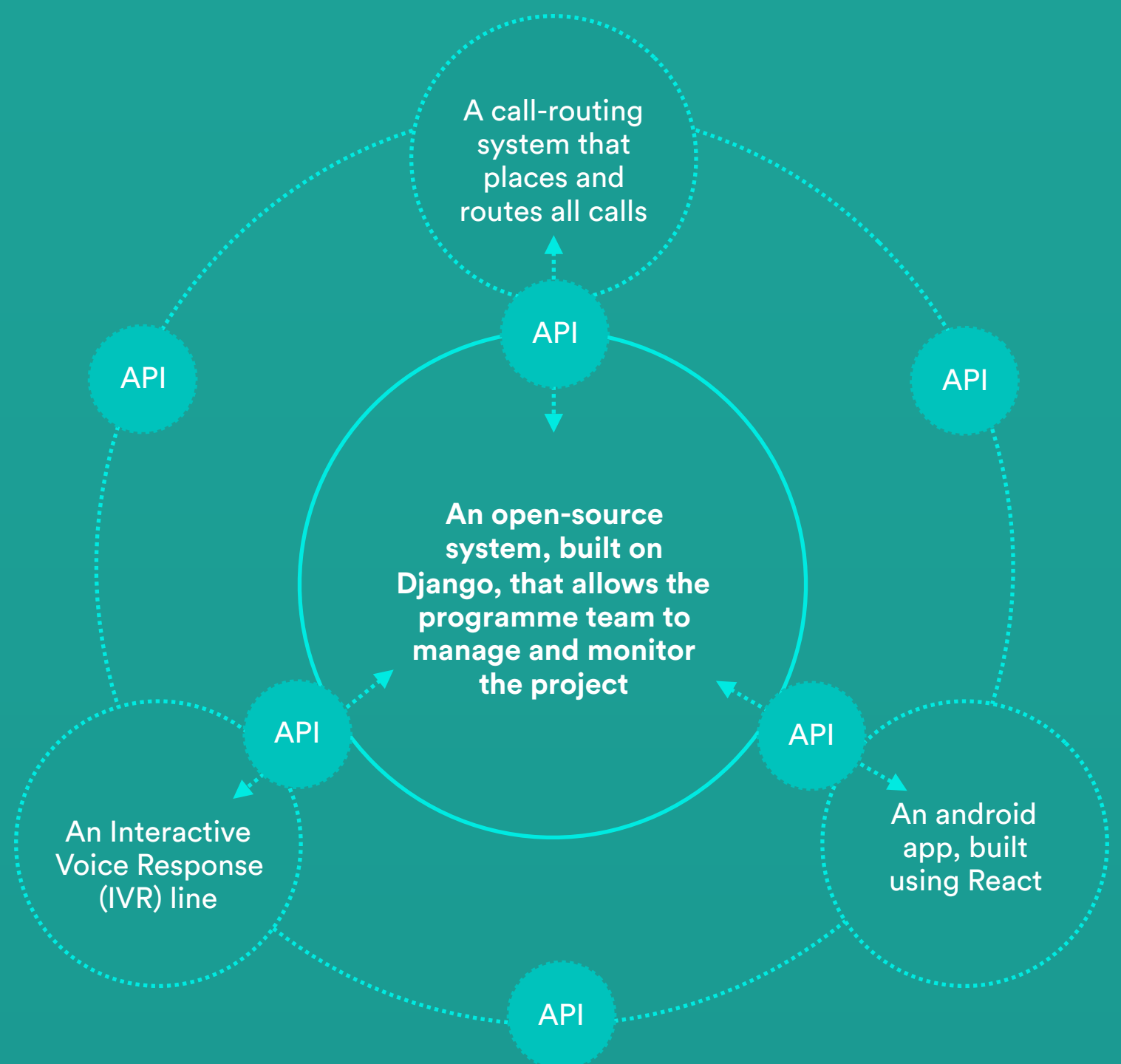


# The Technology

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)

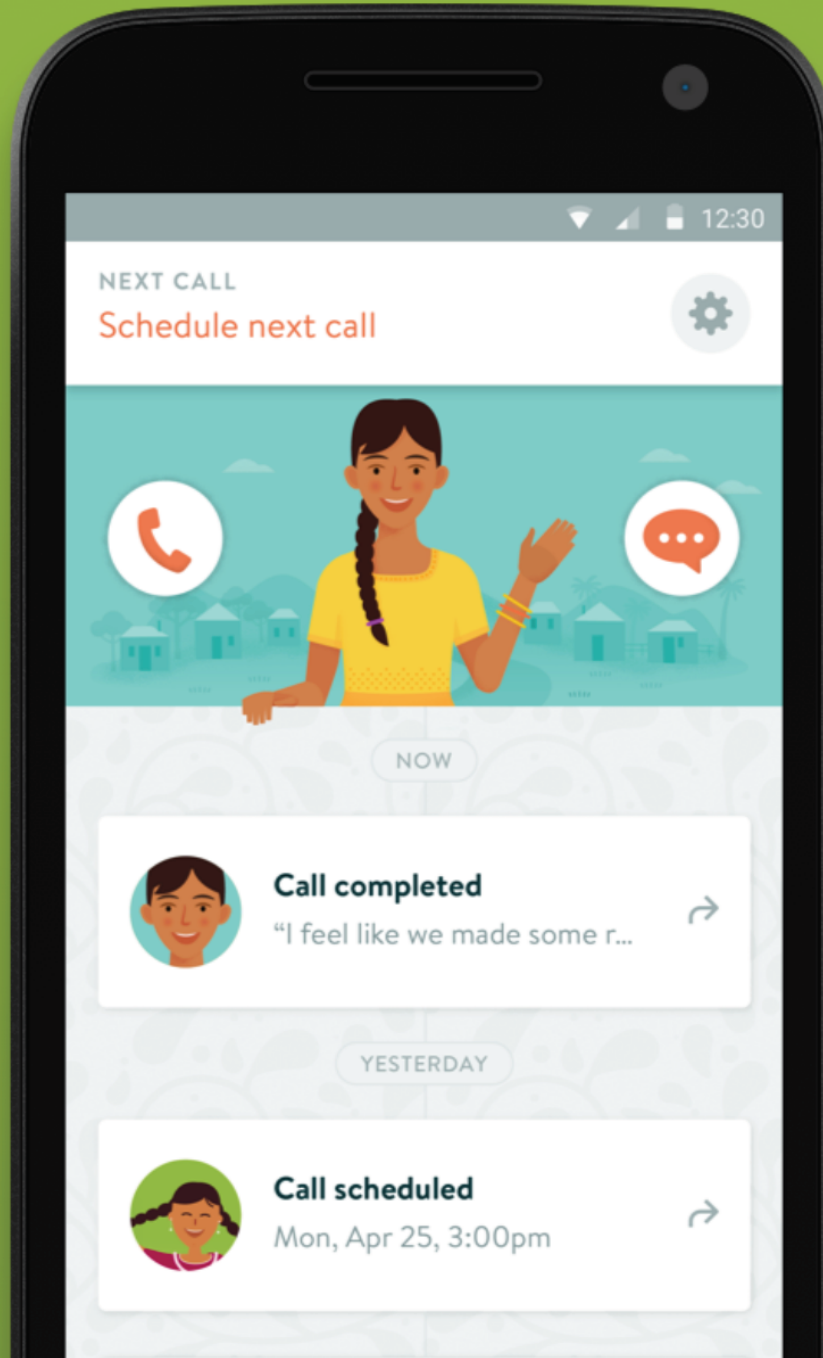




Let's take a  
closer look  
at the app

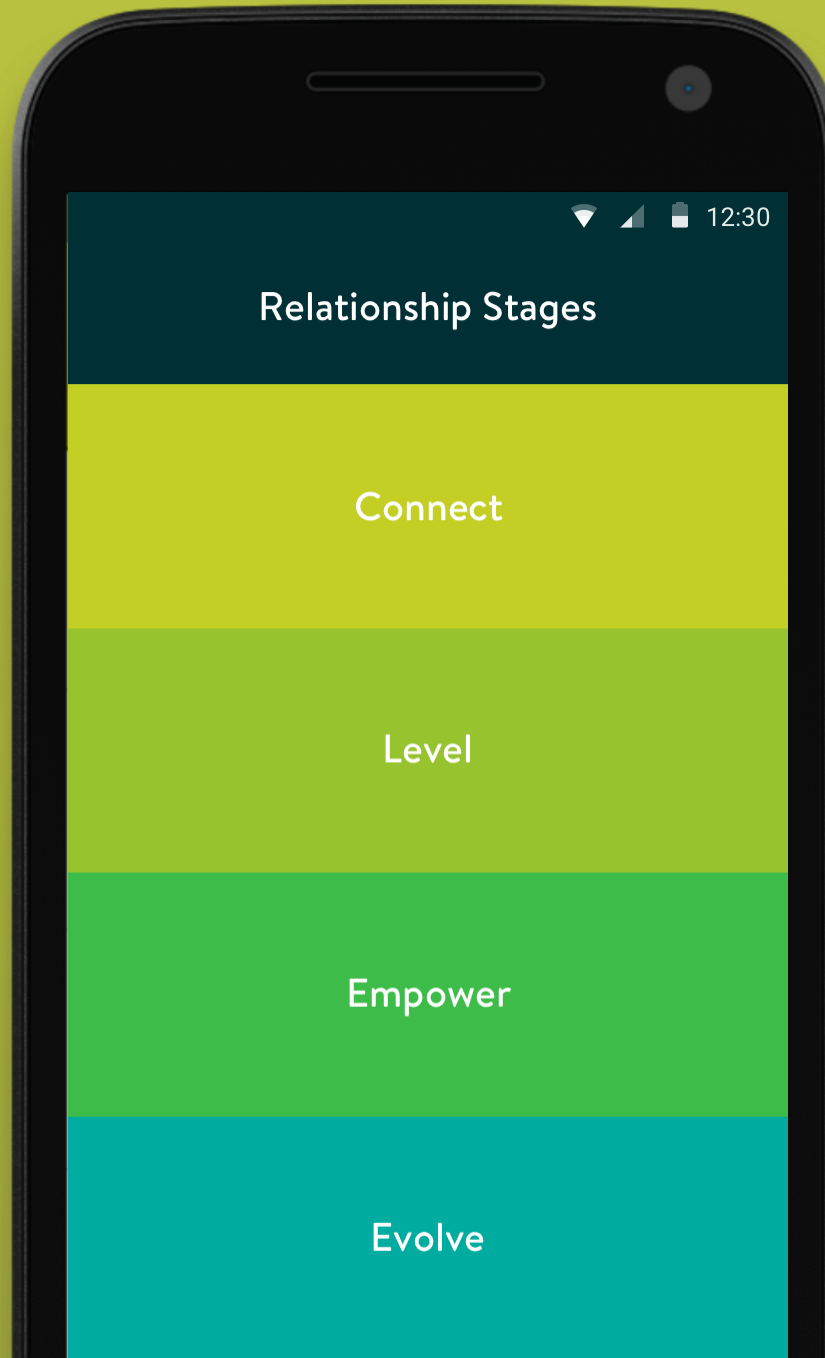
## The app overview

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



## The app overview

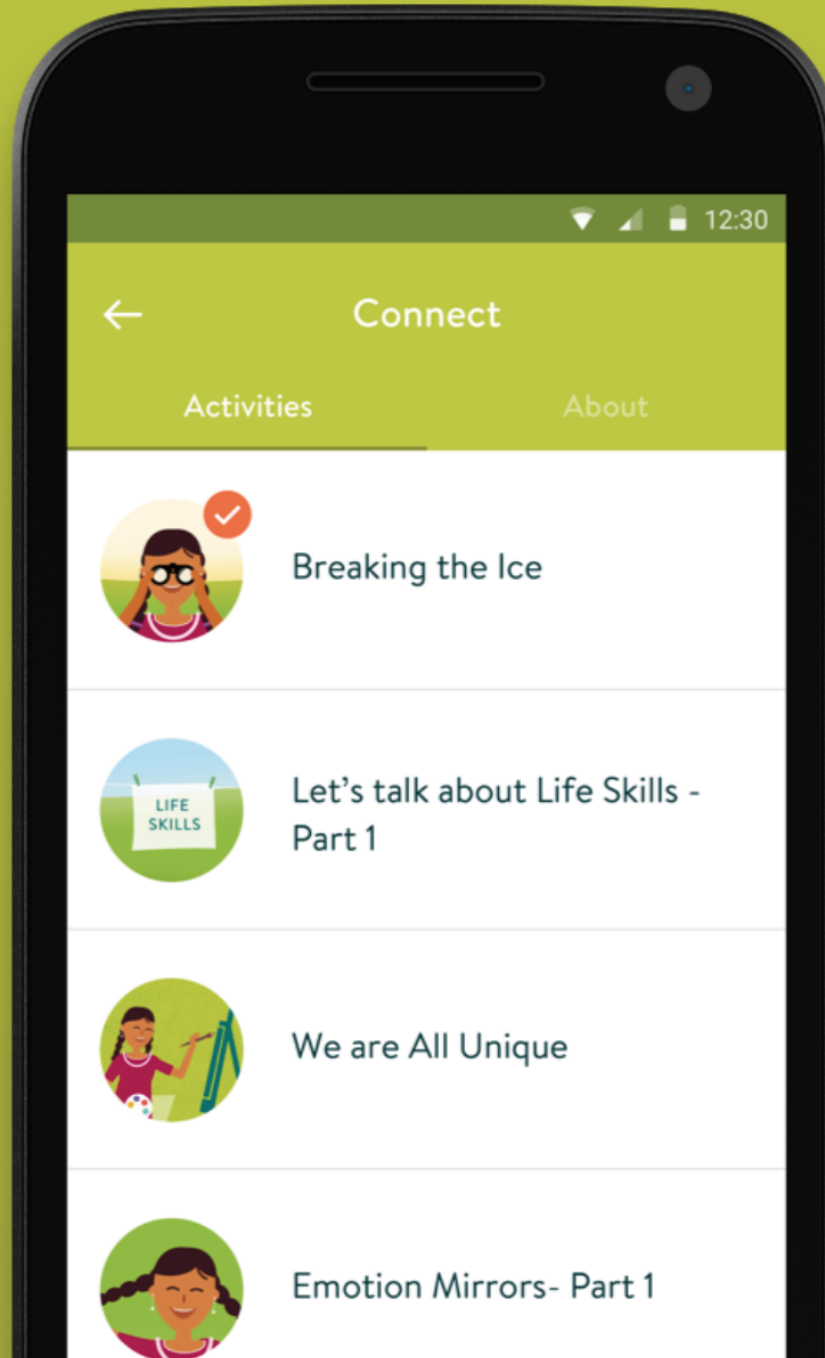
Through an evidence-based curriculum, mentor and mentees progress through various stages of their relationship.





## The app overview

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



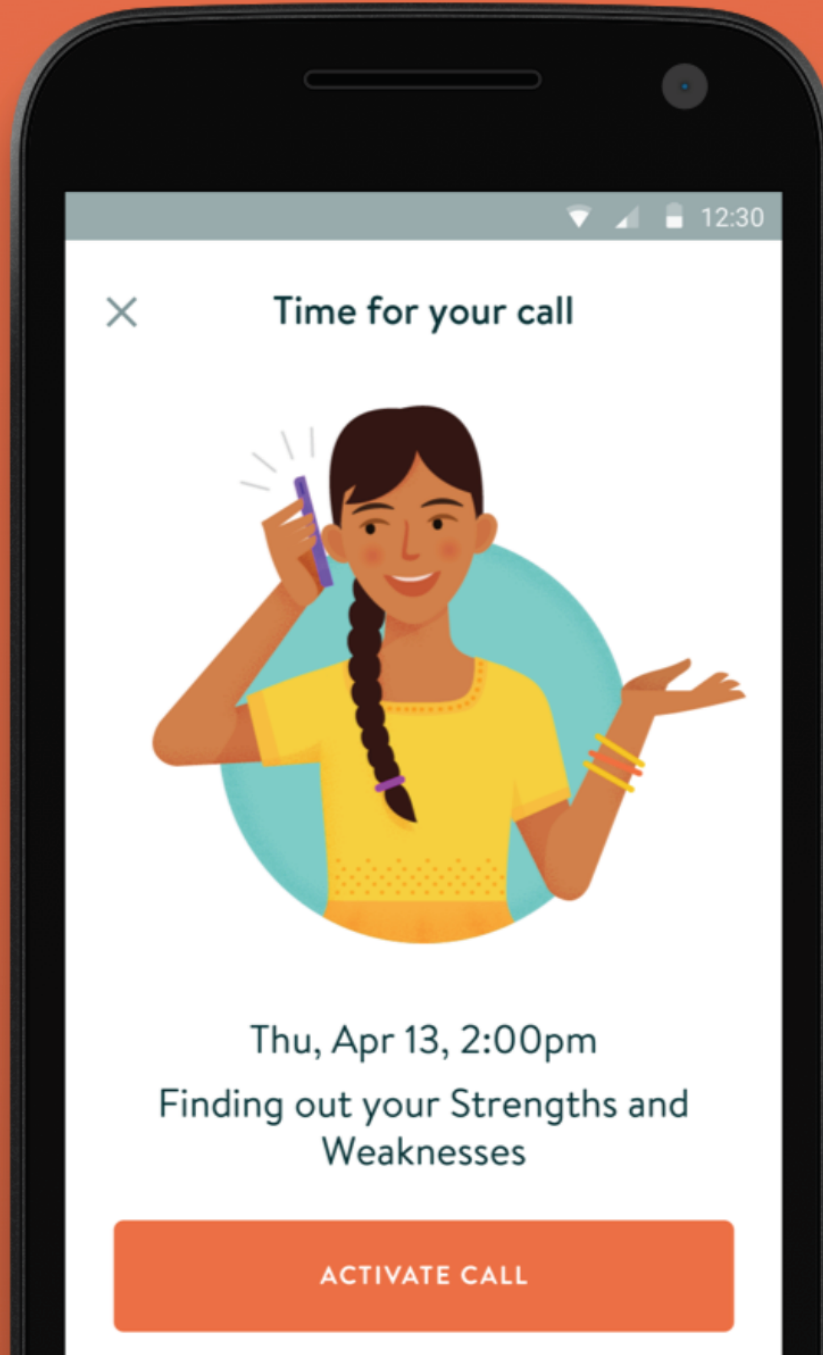
## The app overview

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.



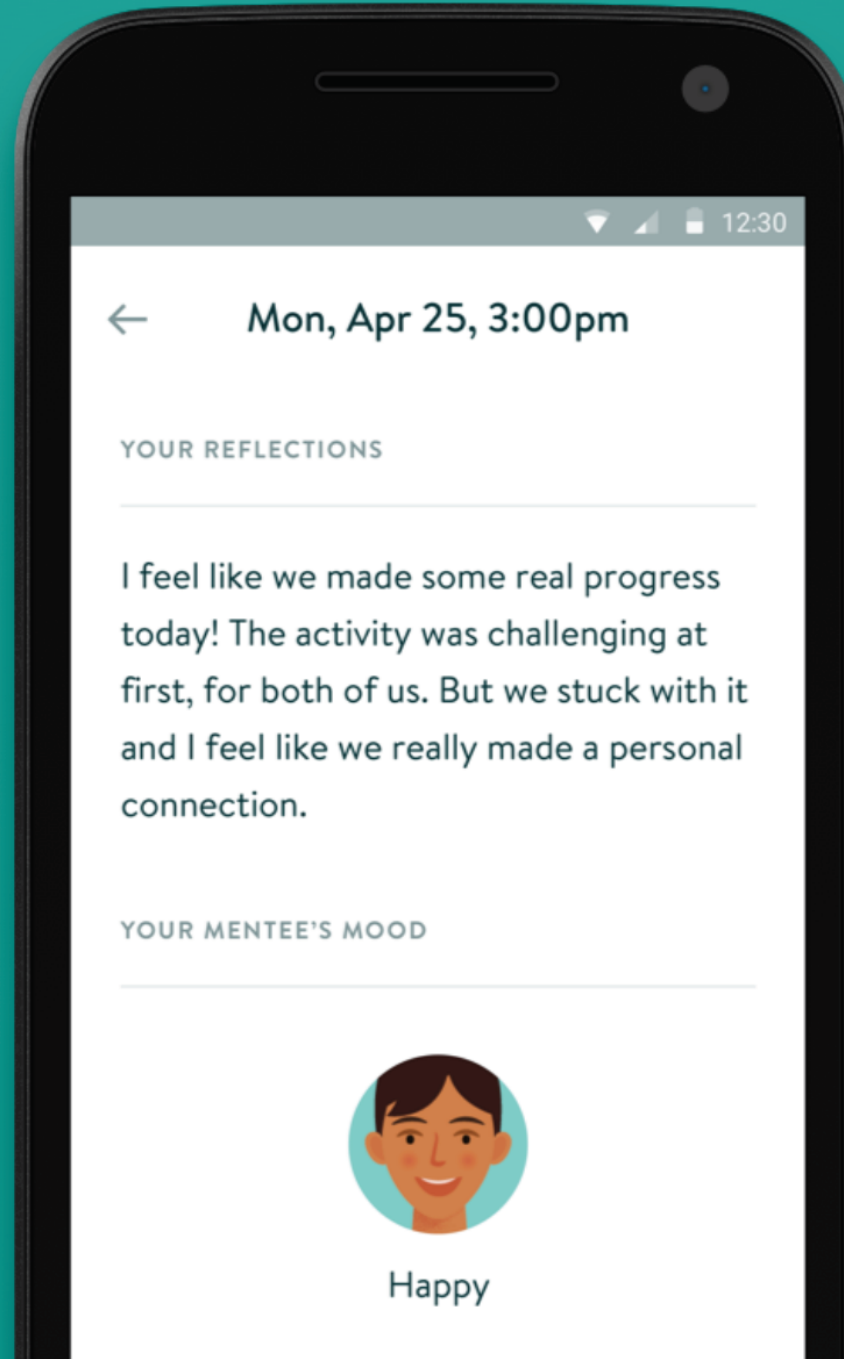
## The app overview

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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