

Reciprocal Mentoring Programme



What is this Programme about?

Our brand new Reciprocal Mentoring Programme seeks to build mutual understanding between aspiring leaders of colour and those currently in senior leadership roles.

It will recruit senior staff of colour, typically Grade 8 and above (Mentors) and AHUA members (AHUA Mentors) to work together in one-to-one pairings over a period of 12 months.

The Programme consists of the following elements:

- Bespoke training to prepare for race reciprocal mentoring conversations
- A minimum of 6 x 1 hour meetings over the course of 12 months
- A mid-point 6 month check-in
- End of programme event at the end of 12 months
- Post-course evaluation and contribution to a reflective learning process



Key dates

- Mentor training: Wednesday 15 March 2023, London (10.00 – 13.00)
- AHUA Mentor training: Thursday 16 March 2023, London (10.00 – 15.30)
- Meet your Mentor session for all: Tuesday 21 March 2023, 14.30 – 15.00, online
- Mid-point check in Mentors: Tuesday 5th September 2023, 10.00 – 11.30, online
- Mid-point check in AHUA Mentors: Tuesday 5th September 2023, 13.30 – 15.00, online

Deadline for applications: 17 February 2023



What will the legacy of the scheme be?

- A cohort of Mentors who have been supported to develop their careers.
- Action by AHUA Mentors within their host institutions, prompted by the mentoring conversations, to reduce barriers to progression of staff from Black, Asian and Minority ethnic backgrounds.
- The learning of both Mentors and AHUA Mentors will be disseminated to AHUA members at the Association's conferences. As a result, we expect to see meaningful conversations and sustainable change start to take place within institutions.