



Activate Student Mentoring Training: Collaborating, Creating Safe Spaces and Learning

Caroline Hargreaves Festival of Learning and Teaching 2024



Outline

- Background and Context
- Overview of Activate
- Main findings of mentoring partnerships so far
- New design for expansion
- Challenges in extending
- Views and questions?



Welcome to Activate Mentoring!

Activate Student Mentoring Programme

Graduate School

Top Links

Courses (Masters)

Courses (Doctoral)

Induction (Masters)

Induction (Doctoral)

Postgraduate Noticeboard

Wellbeing and support About Us 🔺 Professional Development 🔺 Working as a GTA Community development 🥒 Cornerstone 🔺 More 🔺 **Supervision Support** Postgraduate Coaching The Graduate School **Research Degree Mediation** supports the provision of Activate Student Mentoring Programme excellent postgraduate AWARDS AWARD education and enhances **Doctoral Success Guide** 2022 the postgraduate student 100 **Masters Success Guide** experience at Imperial College London. Masters and Doctoral courses 📎

Recent Graduate School Awards and shortlisting

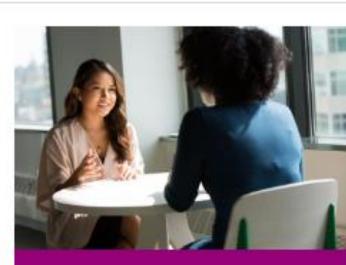
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Wellbeing and support



Supervision Support



Postgraduate Coaching



Research Degree Mediation



Activate Mentoring



Doctoral Success Guide



Master's Success Guide

Wellbeing and support

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Activate Student Mentoring Programme

Doctoral Success Guide

Masters Success Guide

Activate Expectations [PDF, 735KB]

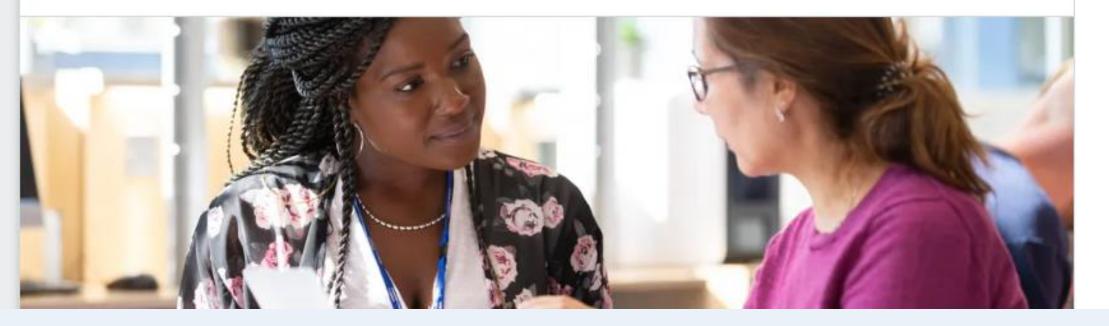
Activate Complaints	
Procedure	
[PDF, 661KB]	

Activate Student Mentoring Programme Handbook [PDF, 1.9MB]

Read our Activate

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Activate Mentors



- Imperial's Scholarships for Black heritage students and Minority Ethnic PhD students,
- Imperial's Master's Scholarships to support disabled students and disabled PhD students
- Navigate university life, educational and career challenges
- Create a deeper sense of community and belonging

Training programme tailored for Mentors and Mentees

22/23 programme included:

- Live online Mentoring skills and processes
- Safe conversations for Mentors
- Live events
- Self paced Unconscious Bias, Safeguarding and Union Black



Activate Mentors Click through for further information and guidance for mentors. More information



Activate Mentees

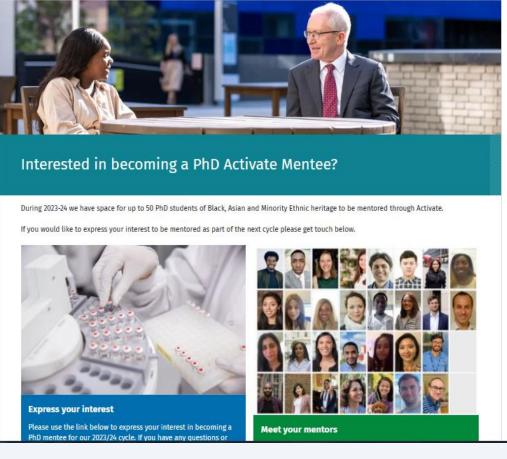
If you are interested in being a mentee, click through for further information and guidance.

More information 📎

2023/24 Expansion

- Extend to Minority Ethnic students
- Automated matching trialed
- Training mostly online self-paced, recommended
- Widen access and simplify administration
 - "Safe Conversations" live workshop remained mandated
 - New Online Community with icebreaker activity
 - Built in opportunities for networking and social interactions
 - Structured activities for hybrid catchups more time for interactions, and for Q&A







Postgraduate Student Coaching Programme Postgraduate Community Fund Cohort Delivery Research seminar listings site Activate Student Mentoring Programme Activate Expectations [PDF, 453KB]

Activate Complaints Procedure

[PDF, 136KB]

Activate Stude

Activate Mentors



Activate Pages

- Activate Programme Handbook
- Training and Training Manual
- Self paced courses
- Required live training
- Events and opportunities
- Contacts, signposting and complaints procedure

Findings and Feedback

Previous mentors have kindly shared their views on the value of mentoring

Growth

Confidence

"I enjoy seeing people grow and develop and not making some of the mistakes I made" "Builds my own confidence and allows me to reflect on past achievements and how I can use these to help others in their development."



"It has been really useful for my own career development and to help me think about making a sideways move careerwise."





would love to collaborate

- Training positively received all mentors and mentees recommended the new online course
- Main findings on the partnerships
 - Mentees need more interaction to support the process
 - Mentors asked for support in case of issues of mentee participation
 - More mentors than mentees participated in training

2024/25 Expansion Underway



Interested in becoming a PhD Activate Mentee?

During 2023-24 we have space for up to 50 PhD students of Black, Asian and Minority Ethnic heritage to be mentored through Activate.

If you would like to express your interest to be mentored as part of the next cycle please get touch below.



- Extend to Imperial's Master's Scholarships to Support disabled students and disabled PhD students.
- Return to manual matching
- Training mostly online self-paced
- Mandated and checked
- New online compulsory course Mentoring Disabled Students

2024/25 Expansion Underway

- Collaborating with 5 student partners course for mentors supporting disabled students
- Safe space for us to learn from each other and develop provision to support and train both mentors and mentees to enhance mentoring partnerships and facilitate sensitive conversations
- More impactful case studies
- Learning about opportunities and how to tackle and overcome barriers

Previous mentors have kindly shared their views on the value of mentoring

Growth

Confidence

"I enjoy seeing people grow and develop and not making some of the mistakes I made" "Builds my own confidence and allows me to reflect on past achievements and how I can use these to help others in their development."





Any Questions? If you have any questions please contact Syeda, Student



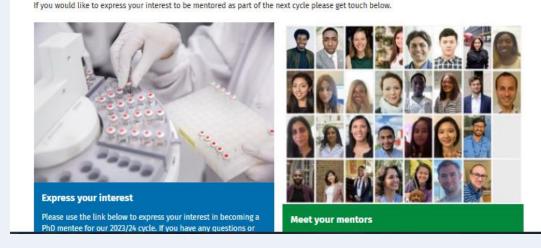
Development

Collaborations

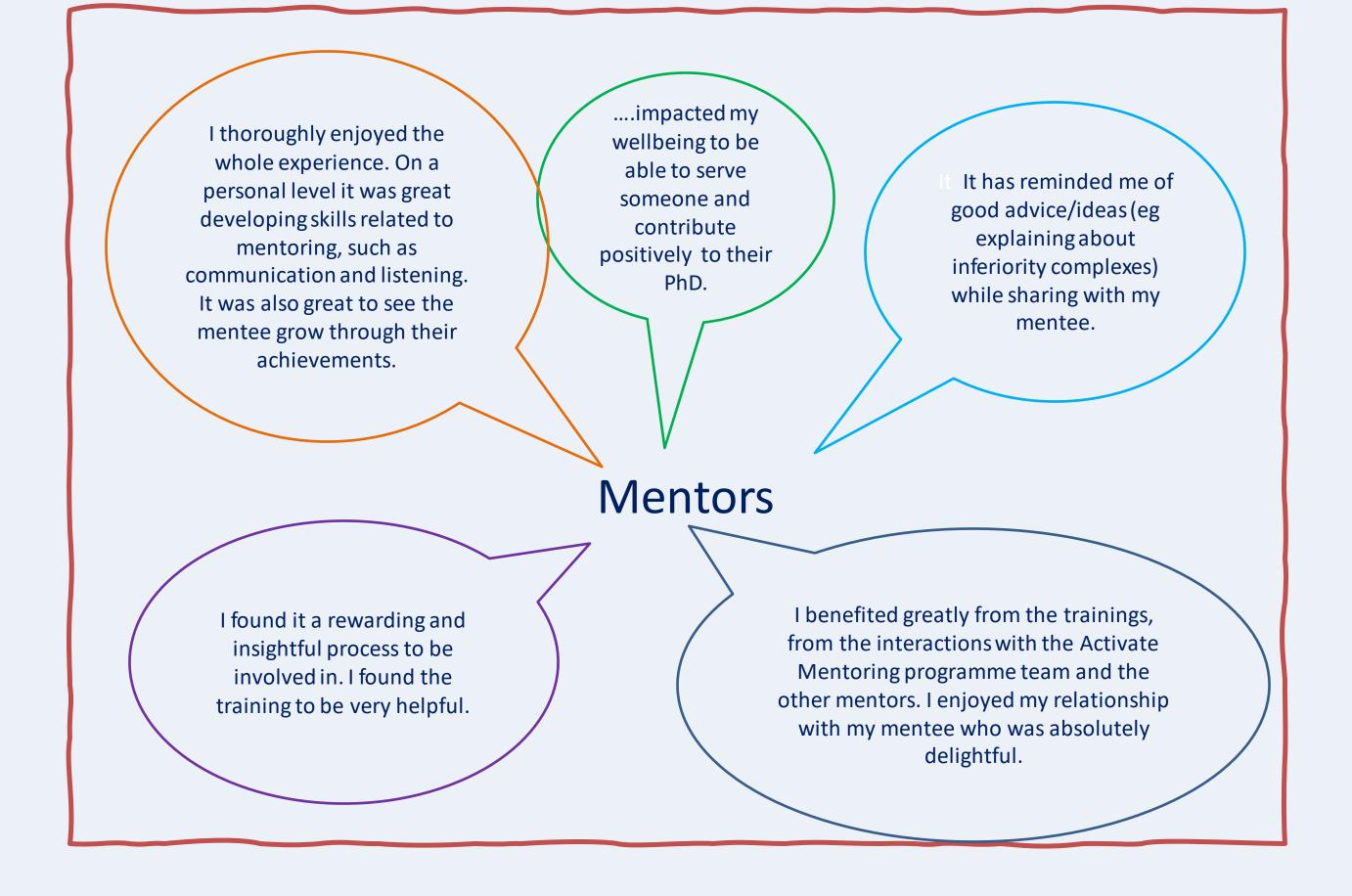
- Interest from departments at College, shared materials
- Working with other departments developing mentoring/buddy schemes, adapting materials, and Train the Trainer
- External interest following Presentation UKCGE 2023

Collaborations, Safe Spaces Learning

During 2023-24 we have space for up to 50 PhD students of Black, Asian and Minority Ethnic heritage to be mentored through Activate.



- Attract Mentees and Mentors
- Maintain opportunities for live interaction
- Meet early to gain and maintain trust in the process
- Enhance a sense of belonging and active participation
- Engage Mentors and Mentees with Introductory Training
- Ensure space for mentor/mentee concerns, challenges, questions
- Maintain momentum



My mentor's suggestions helped me to improve my communication and documentation skills. Encouraged me to think and look for new opportunities for development, that I was not considering it before My Mentor was amazing! She supported and advised me throughout my PhD process and across my Viva assessment and presentations.

....an opportunity to connect a person to provide general guidance and support "navigating all things Imperial" as well as a source of encouragement...

Mentees

A great experience. this program gives the opportunity for me to meet gorgeous mentor who can hear, understand, and give advice about culture shock and advancement in career and academia

It's been amazing ... contact with someone directly in the field I am looking to enter! It's been really eye opening, and has helped steer me towards learning more industry-specific skills! **Activate Student Mentoring Programme**



Welcome to our Activate Mentoring Programme website

Thank you

Views and Questions?

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Festival of Learning and Teaching 2024



Apply to be a mentor www.imperial.ac.uk/students/academicsupport/graduate-school/wellbeing-andsupport/activate-student-mentoringprogramme/activate-mentors/

Find out more: <u>Activate Student Mentoring Programme | Imperial</u> <u>students | Imperial College London</u>

Additional Schemes | Administration and support services | Imperial College London