



IMPERIAL

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

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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?

Activate Student Mentoring Programme



Welcome to Activate Mentoring!

Graduate School

The Graduate School supports the provision of excellent postgraduate education and enhances the postgraduate student experience at Imperial College London.

[Masters and Doctoral courses](#)

Top Links

- [Courses \(Masters\)](#)
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- Postgraduate Coaching
- Research Degree Mediation
- Activate Student Mentoring Programme**
- Doctoral Success Guide
- Masters Success Guide



Recent Graduate School Awards and shortlisting

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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[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



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.



Express your interest
Please use the link below to express your interest in becoming a PhD mentee for our 2023/24 cycle. If you have any questions or

Meet your mentors

Activate Mentors



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 Student Mentoring

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

"I enjoy seeing people grow and develop and not making some of the mistakes I made"

Confidence

"Builds my own confidence and allows me to reflect on past achievements and how I can use these to help others in their development."


Development

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



- 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



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Meet your mentors

- 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

Collaborations

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Confidence

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Development

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- 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

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Meet your mentors

- 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

I thoroughly enjoyed the whole experience. On a personal level it was great developing skills related to mentoring, such as communication and listening. It was also great to see the mentee grow through their achievements.

...impacted my wellbeing to be able to serve someone and contribute positively to their PhD.

It has reminded me of good advice/ideas (eg explaining about inferiority complexes) while sharing with my mentee.

Mentors

I found it a rewarding and insightful process to be involved in. I found the training to be very helpful.

I benefited greatly from the trainings, from the interactions with the Activate Mentoring programme team and the other mentors. I enjoyed my relationship with my mentee who was absolutely delightful.

Mentees

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...

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!

Thank you

Views and Questions?

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Festival of Learning and Teaching 2024

Activate Student Mentoring Programme



Welcome to our Activate Mentoring Programme website

Apply to be a mentor

www.imperial.ac.uk/students/academic-support/graduate-school/wellbeing-and-support/activate-student-mentoring-programme/activate-mentors/

Find out more:

[Activate Student Mentoring Programme | Imperial students | Imperial College London](#)

[Additional Schemes | Administration and support services | Imperial College London](#)