Reverse mentoring for Equitable Training

Experiences from Yorkshire and Humber

Alice Pullinger and Raykal Sim

Differential attainment

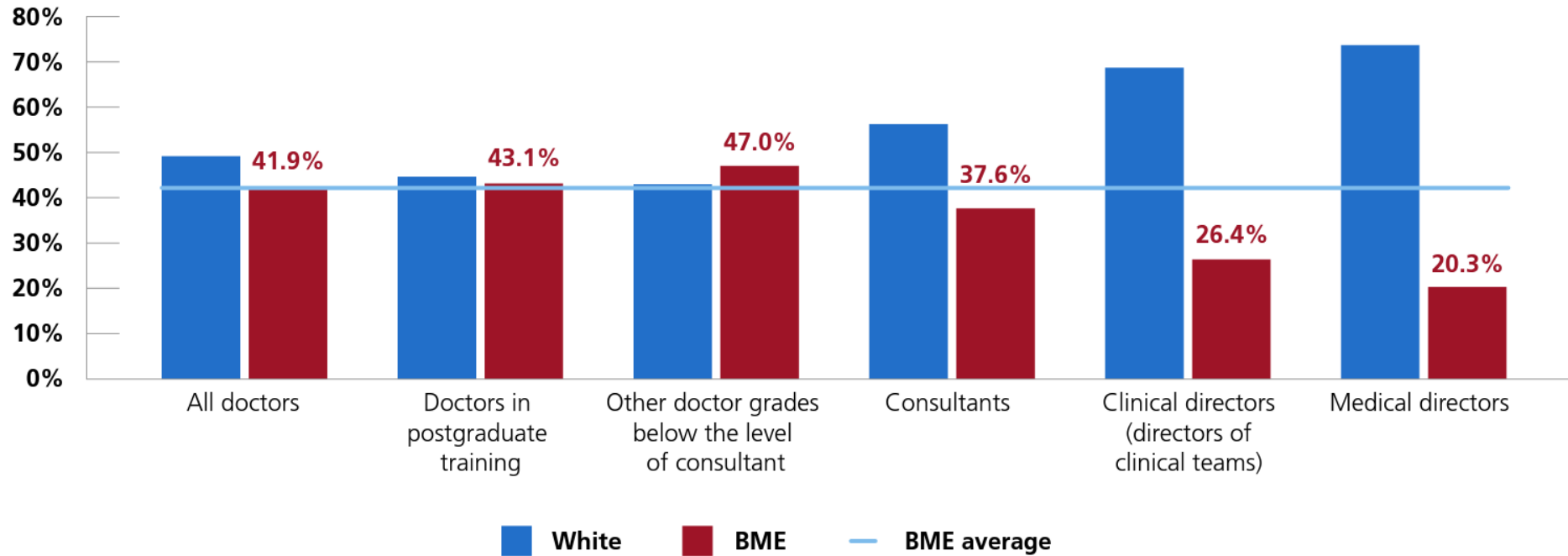Medical workforce race equality standard (MWRES) 2020

Reverse mentoring

Trainees from minority ethnic backgrounds mentor senior clinicians
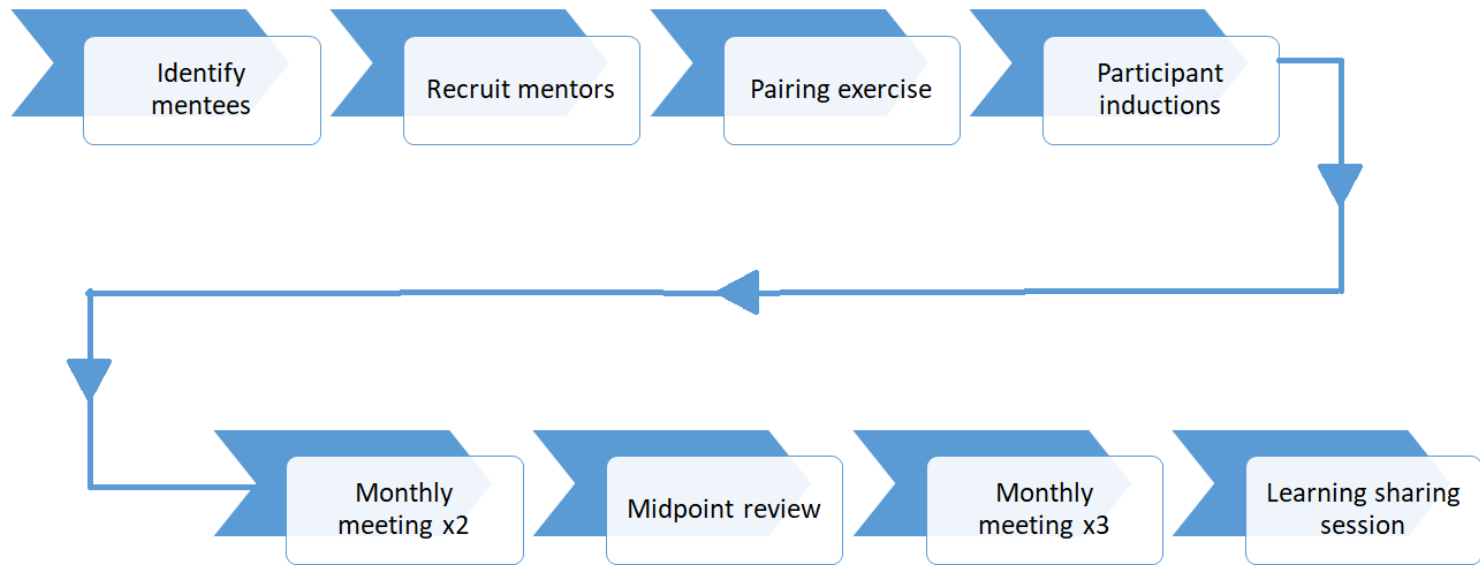
Regular meetings to share experiences

Facilitated group sessions to share learning and action points

Developing advocacy for trainees

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Identify      →   Recruit mentors  →  Pairing exercise  →   Participant
mentees                                                     inductions
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Identify mentees → Recruit mentors → Pairing exercise → Participant inductions →

Monthly meeting x2 → Midpoint review → Monthly meeting x3 → Learning sharing session
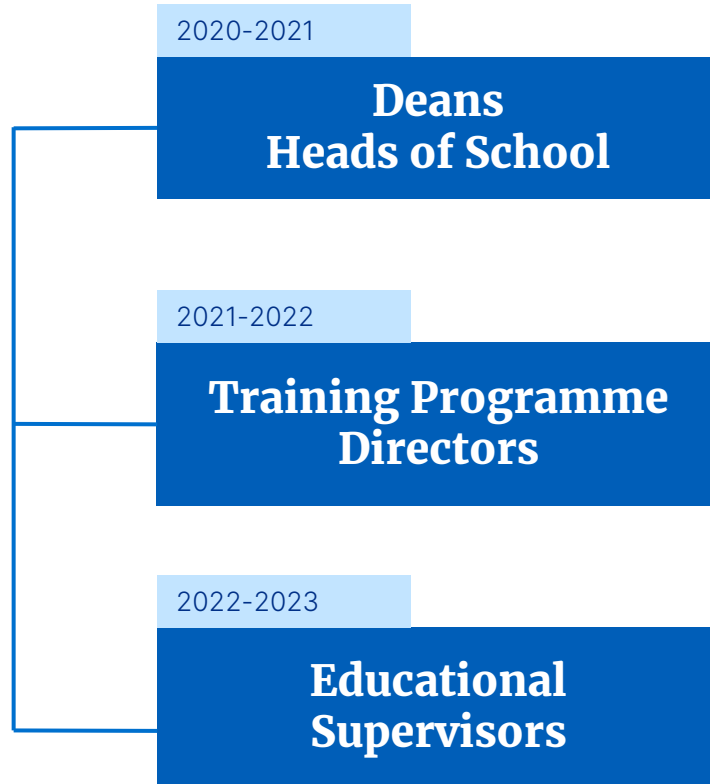
Discussion topics

- Personal experiences
- Supporting IMG doctors new to the NHS
- Differential attainment, bias in training
- Experiences of interviews/ARCPs
- Language and cultural differences
- Workplace relationships

Programme expansion

2020-2021

**Deans
Heads of School**

2021-2022

**Training Programme
Directors**

2022-2023

**Educational
Supervisors**

Outcomes and Impact

Organisational	Improving inductions Mentoring networks Resources
Departmental	Education sessions Inclusion groups Developing processes to raise concerns
Relationships	Asking about experiences of racism Practical/social support Allyship training

"Talking about experiences of racism and learning from the supportive actions of others gave me examples of how to call it out in the future and encouraged me to think about my own actions".

"I really appreciated having a space to ask questions that I would have been embarrassed or afraid to ask before"

"It's important to further our EDI learning from connection and experience rather than the usual mandatory training... I will be promoting this with our senior training committee...if you are not prioritising learning like this – why not?"

Mentees

"I was worried about being gaslighted or having my experiences of racism misunderstood or explained to me. This didn't happen... the meetings were really valuable and I enjoyed the process"

"We were able to act as accountability partners for each other to make changes in our workplaces"

"We need allies within consultant leadership, and it's great to have engaged consultants on this programme"

Mentors

Challenges

- Creating safe spaces
- Navigating the reversed relationship
- Time pressures
- Commitment

Mentor video

What benefits could reverse mentoring bring to doctors in your area?

Any questions?