



Global Majority **MENTOR** **GUIDE**

**UWE
Bristol** University
of the
West of
England

EQUITY

FUTURE

QUEST



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THE GUIDE

- This guide is intended to support you in your relationship with your mentees and help to give some structure to your mentoring conversations. You will see a key area of focus for each session, along with suggested discussion points, helpful resources and activities your mentees can complete.
- The guide is there to support you, should you need it. It is certainly not prescriptive or compulsory: please use as little or as much of it as you need during your group discussions!
- You're not expected to be an expert on every topic! If your mentees ask you questions on a topic you are unfamiliar with, research the answer together, signpost to relevant websites and use any of the resources provided in this guide.
- You can also see extra resources, such as pandemic support and building confidence, at the end of the guide. It also provides an overview of the UK education sector which you may find useful.

SUPPORT

Future Quest is here to support you and your mentees throughout the project. We will be providing you with training, a Teams channel to support your mentoring and we will send you updates as needed. If you ever have any questions or concerns you can contact us via email future.quest@uwe.ac.uk.

YOUR ROLE

- Mentees are expected to attend eight hour-long sessions at the school of your mentees.
- Come prepared, with an idea for what you will be doing in each session.
- Follow up, check each session on what your mentees have done since you last met, are they completing their progress book?

COMMUNICATION

- Mentoring is a two-way conversation - you're there to ask questions and invite your mentees into a conversation. Each meeting you have should be proactive and look to engage them in the topic through further questions and through sharing your own experience.
- Avoid phrases like “let me know if I can help” or “let me know if you have any questions”. They've chosen to talk to you, so they absolutely will have questions/want your help. Instead, ask questions that relate to their motivation for signing up to the project to help you get started and steer the conversation where it needs to go.
- Share your own intentions for taking part in the mentoring programme - you can help them set goals by role modelling your own and discussing these openly.
- Mentoring is not a Q&A - it should be a useful interaction that draws from your experience but also asks the mentee to contribute their own ideas and reflections.





PROJECT OVERVIEW

You will be matched with a small group of students from one school for eight hourly sessions over the course of the programme.

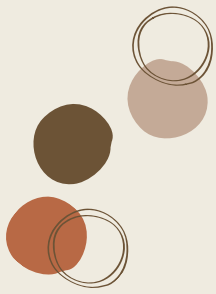
You will communicate with your mentees face to face if possible, *however, if restrictions change we will endeavour to deliver the programme virtually live*, providing information and advice to support mentees in thinking about who they are and the future they want.

By the end of the project mentees should:

- Have more confidence in their identity, leading to raised engagement with their studies and extra-curricular activities.
- Be inspired by having a mentor like themselves, motivating them to achieve their best.
- Be able to speak with and seek support from their mentors regarding issues relating to identity and race, entrepreneurship, creating change, and being decision makers in their own lives and communities.

Top tips for mentors

- Show commitment
- Do your research
- Manage your time
- Build a relationship
- Be sincere with your advice
- Draw from own experiences appropriately
- Be honest
- Ask about what they're doing outside of school
- Explore ways to overcome barriers
- Inspire!



PROJECT OUTCOMES



With this project Future Quest hope to provide role models as mentors to inspire young people to be the best that they can be, improving their self-esteem and broadening their options and ideas of how they see themselves. We aim to support students to see the connection between their current studies and their future development and to help raise their awareness of available future opportunities, in particular of Higher Education.

FOR MENTORS

- To understand the Mentor/Mentee relationship and the significance your involvement in the mentor programme can have.
- To reflect on your own experiences as a young person and work with the Trainer and Future Quest Team to design and deliver activity sessions to mentees that are of benefit to them.
- To have confidence delivering activity to younger pupils', drawing out conversations and supporting pupils' to express their likes, dislikes and future plans.
- To gain an understanding of how language, tone of voice and body language can be used to encourage students to engage with the programme and build trust.
- To feel more confident, improving their communication skills to contribute to an enhanced CV and employability.

FOR MENTEES

- To feel more confident generating in raised engagement.
- To feel inspired and motivated to achieve their best.
- To able to speak with and seek support from their mentors regarding issues relating to identity and racism.
- To have experiences of Global Majority entrepreneurs, change-makers and decision makers reflected in their sessions – local, national and international.
- To gain a better understanding of skills such as Finance, Budgeting, Tax, Careers Information, Apprenticeships and University.

SESSION 1

INTRODUCTIONS AND GOAL SETTING

Theme: Introductions

This face-to-face session lets mentors and mentees meet and get to know one another before talking about their hopes for what they want to get out of this programme. For some mentees, it might be helpful to set clear SMART goals and follow through on them throughout the programme. For others, they may just want to chat about themselves, their lives, their interests and get a feel for what you're like –both approaches are absolutely fine!

Outcome: Growth Mindset

The key outcome for this session is a growth mindset. This is the belief that abilities and intelligence are not fixed, but can be developed with hard work. Mentees may come into the programme with a very fixed idea of what their abilities or potential are, or even what mentoring will be like!

A positive outcome for this week is your mentee feeling ready to learn and grow.



SESSION 1

GUIDANCE & PLANNING

- Take some time to get to know your mentees. You should introduce yourself and let your mentees know a little about you, what you study or do for work or fun, and how you got to where you are.
- Share with your mentee why you signed up as a mentor. What are you looking forward to?
- How is your mentee feeling about the next few months? Can they see any barriers or obstacles that may get in the way?
- Share your own experience of overcoming challenges and dealing with setbacks that may help them pre-empt these challenges. Equally ask what they are excited about?
- Ask your mentees what they would like to get out of the programme so that you can set some goals and create an action plan.

Plan your session:

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SESSION 1

HELPFUL RESOURCES FOR SESSION 1

- (2022) Start, Build & Establish a Great Mentor-Mentee Relationship: A No-BS Guide - MentorCruise – in depth look at what makes an effective relationship between a mentor and mentee
- Growth Mindset vs Fixed Mindset: How what you think affects what you achieve (mindsethealth.com) - what a growth mindset and fixed mindset are and the benefits of a growth one.
- Icebreaker Booklet (manchester.ac.uk) - a really thorough booklet on plenty of different ice-breaker, mentors can browse and find ones they enjoy the most.
- How to Be an Amazing Mentor - How to Be an Amazing Mentor in 10 Ways, according to HubSpot Managers
- Association of MBAs - why mentoring is key to diversity
- Edutopia - How to Help Students Set and Track Goals
- 7 Mindsets - Smart Goal Setting for Students



SESSION 2

FOR THE CULTURE

Theme: Culture

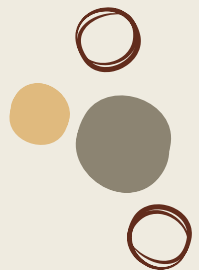
This session with your mentees you will be discussing the different cultures of the global majority, the influences this has had on the wider world, its history, and each other.

You'll be covering topics like; places of cultural significance both big and small, products made by and/or for members of the global majority, and publications from prominent voices of the community, amongst other things.

Outcome: Understand and Belong

This session is about community. The global majority is made up of many different peoples, each unique. We want to give mentees the opportunity to; learn about their shared culture, appreciate the things unique to them, and to you!

This week is about making everyone feel a part of something.



SESSION 2



GUIDANCE & PLANNING

- Spend some time doing your research; check out our useful resources and see if you can find some of your own.
- Start a discussion with your friends or family and take note of anything useful or interesting they mention.
- Collect your own thoughts, what products do you use, what places do you go to, entertainment do you enjoy and appreciate?
- Are there foods that you enjoy eating or making?
- Ask your mentees the same questions in your session, that we have asked you to think about. Are there any similarities in your answers? Have you share and learnt something new from each other.
- You could talk about the importance of these things and why you enjoy/use them.

Plan your session:

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SESSION 2

HELPFUL RESOURCES FOR SESSION 2



SESSION 3

SKILLS IN CONTEXT

Theme: Skills

In this session you will focus on the variety of skills that have gotten you to where you are in life.

Looking closely at verbal, written, or unconscious communication skills, networking, and applications. You'll be passing on your experiences and helping your mentees to apply the strategies that work.

Outcome: Skill Builder

The outcome for this session is for your mentees to have developed multiple forms of communication skills that can be utilised as they make their way through life.

They should hear about difficult communications you have learnt from, and how you overcame them. Understand how networking can impact their opportunities. And find the confidence to be authentic, no matter the audience.





SESSION 3

GUIDANCE & PLANNING



- Think about the wide range of skills that you have developed that have helped you get to where you are in life.
- Ask yourself what skills have been most important in aiding you, why do you think those skill have been important?
- Are there skills you think you still need to develop or improve on and how do you think those skills could help you further?
- Discuss with your mentees the skills that they already have and how they could use those skill to help them succeed in life.
- Ask them to think about skills they lack or might need to improve on, discuss options and ways in which those skills could be improved.
- Get your mentees to think about who they want to be as an adult, what skills will they need to become that person? Do they already have those skills? If nit, what are they going to do to obtain or refine those skills?

Plan your session:

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SESSION 3

HELPFUL RESOURCES FOR SESSION 3

- [Future Quest WEX page](#) - opportunities for networking, building skills & experience
- [The Skills Builder Partnership](#) - The Skills Builder Universal Framework shows how to build essential skills at every stage of life.
- [Top 10 skills for 2025](#) - top skills for a successful future & how long it takes to learn them.
- [20 Vital Skills You'll Need in the Future Workplace](#) - more information around useful skills.
- [Future Quest - SKILLS](#) - information & activities for a variety of skills
- LinkedIn learning - a variety of online courses for building skills. UWE students should have free access to most LinkedIn learning content.

SESSION 4

STRATEGIES THAT WORK

Theme: Strategies

The purpose of this session is to talk about different strategies that can be used whilst facing opportunity and adversity.

A blueprint that can be utilised when making things happen as a part of the global majority, dealing with microaggressions in your personal and profession life, and having cultural confidence in all situations.

Outcome: To Thrive

The desired outcome this week is for mentees to have useful strategies they can implement when planning their fast approaching futures.

They should feel empowered by your successes, and be able to draw from your experiences.

Mentees will end this week having compiled a bank of useful resources they can pull from when needed.



SESSION 4

GUIDANCE & PLANNING

- Consider the strategies you have used or use still, that have helped you cope when facing opportunity and adversity.
- Think about both what has worked well for you and what hasn't. Then discuss with your mentees why some of those strategies worked for you and some didn't
- Ask your mentees if they already have any strategies they use and how effect they feel they are.
- Talk about situations in which you may need a technique or strategy to help you cope and how you would go about implementing one.
- Get your mentees to think about why strategies like these are important and consider what the consequences of not having a strategy to help you cope could be.

Plan your session:

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SESSION 4

HELPFUL RESOURCES FOR SESSION 4

- Black South West Network - BSWN are a network of global majority people in the South West of England working in areas they define as Cross-sector Enterprise and Innovation; Cultural Inclusion; Research and Knowledge with Scrutiny and Accountability and Representation and Power.
- Nilaari Agency – Nilaari are a Black, Asian, and Minority Ethnic led registered charity, with over 20 years' experience, delivering social care support, talking therapies and training to adults and young people across Bristol. If you need somewhere to vent after your sessions or want to talk to a culturally appropriate professional in Bristol, then this can be a place to go.
- The Empowerment Group (TEG) - The Empowerment Group is a registered charity supporting black people aged 18 and over in the UK facing mental health challenges. This is another place where you can find available services to you.
- The Diverse Artists Network – diverse network of like minded people celebrating art in all its forms, promoting global majority voices
- Next Link - We provide a range of domestic abuse support services to women and children. These include safe houses, children's services, dedicated Black and Ethnic Minority Services, resettlement and outreach services, and a crisis response service.

SESSION 5

UNDERSTANDING RELATIONSHIPS

Theme: Relationships

This session is all about talking through how relationships function in your mentees' home and school life.

They will learn how to tell if a relationship is failing or no longer serving them, recognising toxicity, and dealing with those circumstances.

You will discuss how they can have those difficult conversations with friends, family, and loved ones.

Outcome: Valuing Relationships

This session's key outcome is making sure your mentees are able to recognise when a relationship has broken down, the early warning signs, and protecting themselves from harm.

They should be able to reinforce their non-violent communication skills, and their ability to be resilient through uncomfortable conversations.



SESSION 5



GUIDANCE & PLANNING

- Have an open discussion about the different types of relationships your mentees have in their lives.
- Get them to consider what their most important relationships are and why they are important to them.
- Share an example of one of your important relationships and why it is so important to you.
- Discuss what makes a good or bad relationship, what the signs are, and what it feels like in each. Ensure they are able to spot red flags if they appear.
- Ask your mentees what they would do if they needed to have a difficult discussion with a loved one, how would they overcome fear, avoid conflict, maintain a good relationship (if that is what they want), or how would they find the courage to walk away if it was necessary.
- Offer your own advice and guidance on the above topics based on your own experience or research.

Plan your session:

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SESSION 5

HELPFUL RESOURCES FOR SESSION 5

- [Conflict resolution resources](#) - free resources for young people by young people
- [Bristol Multi-Faith Forum \(BMFF\)](#) - a good sign posting organisation for support
- [Family Relationships and Well-Being](#) - in depth paper about family relationships and well-being
- [Relationships and family problems: useful organisations](#) - useful contacts for support
- [Toxic Relationships](#) - Watch out for harmful relationships

SESSION 6

DEALING WITH DISCRIMINATION

Theme: Discrimination

This session is specifically dedicated to discussing, understanding, and dealing with the discrimination, both positive and negative, that members of the global majority receive. Considering both the subtle and overt inequity of their daily lives. The aim of this session is to show mentees that a shared experience links us all; that they are not alone.

Outcome: Inclusion and Comradery

The outcome for this session is to increase mentees resilience in the face of intolerance. They will feel an affiliation to the stories and encounters relayed to them that will empower them to stand-up for themselves and others like them, make decisions that benefit them, and feel supported by a community of shared experience.



SESSION 6

GUIDANCE & PLANNING

- Take some time to prepare yourself for this session, as you could be guiding some very difficult discussions.
- Ensure you come prepared with resources for where your mentees can find help and support when needed.
- Make sure you are creating a safe space for people to share if they want to.
- Try to think of some examples of times you have faced discrimination before you meet your mentees so you are prepared. How did you handle it? What were the out comes?
- Create a list or data base of those people who are doing more to stop discrimination and how can people get involved if they wanted to.
- Consider the questions you might be asked this session and prepare yourself with answers as best you can.
- Remember, sometimes just listening and supporting someone is all that is needed.

Plan your session:

- Write down what you want to cover to make sure you don't miss anything.
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SESSION 6

HELPFUL RESOURCES FOR SESSION 6

- [Psychology Today](#) - Ways to de-escalate a heated argument
- [Twinkl Teaching Resources](#) - This handy guide looks at de-escalation strategies for teachers, the stages of conflict escalation and how to prevent conflicts from escalating.
- [Integrity Coaching](#) - Ways to tackle racism in education
- [NSPCC](#) - Talking to young people about racism
- [Mind](#) - Racism and mental health
- [Dealing With Microaggressions At Work](#) -DavidsonMorris HR Team
- [Digital microaggressions and how to handle them - CMI](#) - Working remotely and in digital spaces opens people up to new, sometimes subtle microaggressions. Here's how to spot and deal with them.
- [The Effect Discrimination, Microaggressions Can Have on People of Color](#) - Nace Community
- [Why I'm no longer talking to white people about race](#) - A 'The Guardian' Article
- [Discrimination](#) - Your rights
- [Discrimination, your rights](#) - What you can do
- [Discrimination, bullying and harassment | Acas](#) - Dealing with Discrimination, bullying and harassment issues in the workplace
- [Challenge discrimination](#) - Describe How To Challenge Discrimination In A Way That Promotes Change



SESSION 7

THE WORLD OF WORK

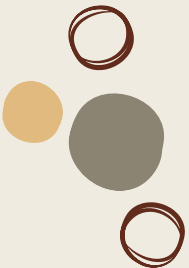
Theme: World of Work

This session will be about everything related to the world of work, discussing everything from CV's and job applications, to negotiations and interviews.

Mentees will be asked to envision their future career, consider how they'll make money in their field, and think about how they will communicate those choices to the people they choose to keep in their lives.

Outcome: Prepared for Professions

In this session the outcome will be for mentees to have seriously considered their passions and how they could effect their future vocations. They will have envisioned their pathway to obtaining a role in their chosen profession and drawn up a plan of action they feel confident in implementing.



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SESSION 7

GUIDANCE & PLANNING

- Make sure you plan your time well for this weeks workshop as there will be a lot to discuss.
- Consider bringing examples of good and bad CV's and job applications to talk through with your mentees.
- You might want to use some of your time to help them start building their own CV's
- Be sure to provide your mentees with lots of helpful resources.
- You might want to compile a list of frequently asked interview questions and go through those with mentees, or even set time aside to hold mock interviews.
- Ask your mentees what careers they are interested in and share what with them your own plans for a future career.

Plan your session:

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SESSION 7

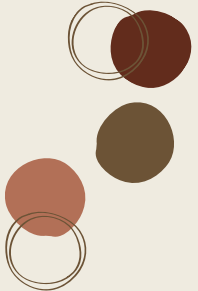
HELPFUL RESOURCES FOR SESSION 7

- [The Colour Of Power](#) - A snapshot of some the most powerful people in the uk
- [Interview tips | Finding a job](#) - Prince's Trust
- [Black-Lives-Matter-Parent-Guide.pdf](#) (wearebristol.co.uk) - guide for parents on how to navigate difficult conversations with children, but easily transferable for mentors
- [Women In Business Charter](#) - Blog by the GM director for the Bristol Women in Business Charter
- [The Bristol pioneers working to improve representation in business](#) - Look into some of the businesses and organisations striving for representation in Bristol.
- [About Us - BeOnBoard](#) - Programme aiming to improve diversity on governing bodies and boards. Partners list a list of powerful and successful GM people in Bristol area.
- [Black Lives Matter: the workplace | Acas](#) - Podcast
- [How to start a personal statement](#) - brief but concise look at starting a personal statement, with hotlinks to more detailed articles
- [How to write a good CV](#) - a guide for students, The Scholarship Hub
- [How to Write the Perfect Cover Letter](#) - Glassdoor
- [UK doubles number of people from minority ethnic backgrounds in prominent roles | Inequality](#) - The Guardian



SESSION 8

CELEBRATION

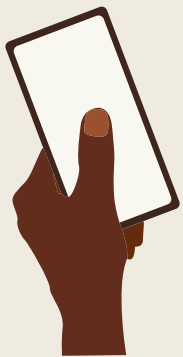


You're invited! A culmination of this programme where everyone can come together, share what they've learned, what their experience has been, and what they'd like out of future programmes!



FURTHER RESOURCES

- [BSWN RACE](#) – Research Action Coalition for Race Equality. Collaborative initiative in Bristol showing the work going on by local organisations in communities across the city
- [Safeguarding_policy](#) - Future Quest
- [Covid_guidance](#) – UK government
- future.quest@uwe.ac.uk - general email
- Mentor Teams Support chat – this chat is for mentors to ask for support from Future Quest, but also to share tips and ideas for a successful mentoring experience with each other. We ask that you keep any references to students vague and mention nothing that could be used to identify any of your mentees. If there are any updates or useful information to be shared with you, this is where Future Quest will share it.





THANK YOU

Thank you for volunteering with us!
We hope you have a great project keep in touch!

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