

Reverse Mentoring For Inclusion Programme Newsletter

Issue 9

Dear Reverse Mentors and Mentees,

It's been a momentous 2023 and hasn't the year rushed by? It's hard to believe that we have already run 2 peer support meetings for our Reverse Mentors. These have gone really well with some brilliant conversations and exchanges between colleagues from across the LLR system. So far, we have had really good feedback in terms of those people who have attended. I myself am Reverse Mentoring a colleague and have had one meeting so far with another planned very soon. I did most of the talking for our first meeting – just didn't realise how much lived experience I have to share! I'm sure my reverse mentee found it of interest. My next meeting with them is face to face and I am really looking forward to picking up where we left off.

Our last peer support meeting focused on the sensitive area of psychological safety. We watched part of an excellent webinar and discussed the issues that this threw up in relation to reverse Mentoring. The webinar is available for everyone to watch, and I would highly recommend it. The presentations include:

- **Sophia Kalpaka** - Senior Managing Consultant, Delta Alpha Psi
- **Azmi Peerun** - Head of Workforce EDI and Wellbeing, Mid and South Essex Integrated Care System
- **Aliya Rehman** - Staff Experience Programme Lead, NHS Employers.

The webinar covers:

- The benefits of psychological safety in the workplace.
- Specific behaviours and actions managers and leaders can take to create a culture of psychological safety.
- Strategies that can be used to foster open communication, trust and collaboration in the workplace.
- How to create a more inclusive and positive culture in the workplace.

[watch a recording of the webinar](#) on Psychological safety. Please see [top tips](#) on how to create an inclusive workplace, build trust, and promote the psychological safety of staff in the workplace.

Thank you,

Haseeb Ahmad
Head of EDI (LPT and LLR System Projects)

Reverse Mentoring : 3 Proven Outcomes Driving Change



Dr. Jason Wingard

Senior Contributor

LEADERSHIP STRATEGY

In the years since Welch's pioneering effort, many companies—including industry leaders such as Target, Cisco, UnitedHealthcare, and Fidelity—have developed their own reverse mentoring programs. Although they vary in scale and scope, all share one common approach: coordinating shared learning between colleagues of diverse backgrounds to create symbiotic corporate learning. Please click on the link below to read the full article on Reverse Mentoring featured in Forbes.

[Article on Reverse Mentoring by Jason Wingard.docx](#)

7 A's of Allyship

Allyship is committing to doing the work, taking action, and learning what you didn't get right so you can do better next time.

The right allyship provides many benefits in many different forms. When you bend privilege to stand in solidarity with someone, you are proving that you care about your community. Allyship is the concept that we can build genuine relationships of support, strength, and love with those who experience oppression. A commitment to acting in solidarity with others when they need it most.



Articles

Frances E. Kendall, [How to Be an Ally if You Are a Person with Privilege](#)

Peggy McIntosh, [White Privilege: Unpacking the Invisible Backpack](#)

Allan Johnson, [Excerpt from Privilege: Power and Difference](#)

Margaret Biser, [I used to lead tours on a plantation. You wouldn't believe the questions I got about slavery.](#)

Levana Saxon, [Allyship and Accountability Glossary](#)

Ryan Struyk, [Blacks and whites see racism in the US very very differently](#)

NPR: Michael Martin, [Fear of the Black Man, How Racial Bias Impacts Crime/Labor](#)

Ernest Owens, [10 Messages of Wisdom We Need to Give Black Youth Right Now](#)

Goyette and Scheller, [15 Charts that Prove We're Far From Post Racial](#)

Nicholas Kristof, [When Whites Just Don't Get It, Parts 1-7](#)

Shane Safir, [Before Maslow's Hierarchy: The Whitewashing of Indigenous Knowledge](#)

Books

Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools, 2nd Edition (2015) Glenn Singleton

White Privilege: Essential Readings on the Other Side of Racism, Paula Rothenberg

Woke Church: An Urgent Call for Christians in America to Confront Racism and Injustice, Eric Mason

White Fragility: Why It's So Hard for White People to Talk About Racism, Robin DiAngelo

Privilege: Power and Difference, Allan Johnson

Privilege: A Reader, Michael Kimmel & Abby Ferber

Raising Race Questions, Ali Michael

The New Jim Crow: Mass Incarceration in the Age of Colorblindness, Michelle Alexander

Just Mercy, Bryan Stevenson

America's Original Sin : Racism, White Privilege, and the Bridge to a New America, Jim Wallis

Films

13th, Ava DuVernay

When They See Us, Ava DuVernay

The Color of Fear, Lee Mun Wah

I'm Not Racist Am I?, Andre Lee

BOSS: The Black Experience in Business, PBS documentary

Slavery By Another Name: The Re-Enslavement of Black Americans From the Civil War to World War II, PBS based on book by Douglas Blackmon

Reconstruction, PBS based on book by Eric Foner

Videos

[White Lies We Tell Our Children](#), Colin Stokes

[The Enduring Myth of Black Criminality](#), Ta-Nehisi Coates via The Atlantic

[How to Have a Voice and Lean Into Conversations on Race](#), Amanda Kemp

[The Future of Race in America \(on The New Jim Crow: Mass Incarceration in the Age of Colorblindness\)](#), Michelle Alexander

[A Conversation with Black Women on Race](#) New York Times Op-Docs Series

[A Conversation with White People about Race](#) New York Times Op-Docs Series

[How Race Settled the Suburbs](#) Upworthy (Adam Ruins Everything)

[Equity vs Equality](#) Carneades

Reverse Mentoring For Inclusion Peer Support Meeting Schedule

21st June 10:00 - 11:30

25th July 09:30 - 11:00

22nd August 10:00 - 11:30

20th September 10:00 - 11:30

Resources for Reverse Mentoring

RESOURCES

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Please visit LLR Academy website on the link provided below for resources to support you on RM Programme . In the resources you will find many books, videos and ideas to engage in interactive activities with your mentee.

<https://llracademy.org/reverse-mentoring-for-inclusion-programme/>

Further Information for Reverse Mentoring



Please visit LLR Academy website on the link provided below for further information regarding our next cohort .

[Reverse Mentoring For Inclusion Programme - LLR Academy](https://llracademy.org/reverse-mentoring-for-inclusion-programme/)

Exciting News!



We are so delighted to share with you all, we will be taking applications for our next programme in November 2023. Share the news with your colleagues and in your teams !

Share your feedback with us or contribute to this newsletter!

To share your feedback about the reverse mentoring programme or if you would like to contribute to our future newsletters please contact: haseeb.ahmad4@nhs.net or amman.attwal@nhs.net

