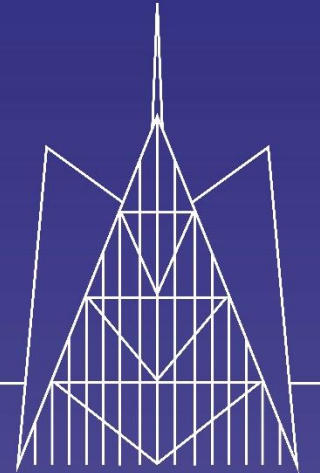


CANTERBURY CHRIST CHURCH UNIVERSITY

*Building Awareness of Diversity into Mentor Training to Foster
Adaptable Student Mentors*



Overview



- Why are we building awareness of diversity?
- Strategies & Frameworks
- Impact on Retention & Success
- What is Peer Mentoring?
- Our training content
- Student Impact

Why are we building awareness of diversity?

Strategies & Frameworks



- University Strategic Framework 2015-2022 and Vision 2030
- Widening Participation @ CCCU - Access and Widening Participation Plan-Retention and Success, BAME Attainment, White Male, BTECH and Care Leaver targets
- University Learning, Teaching and Assessment Strategy 2015-2022, in process of updating
- Advance HE UKPSF Core Values
- Equality Act 2010



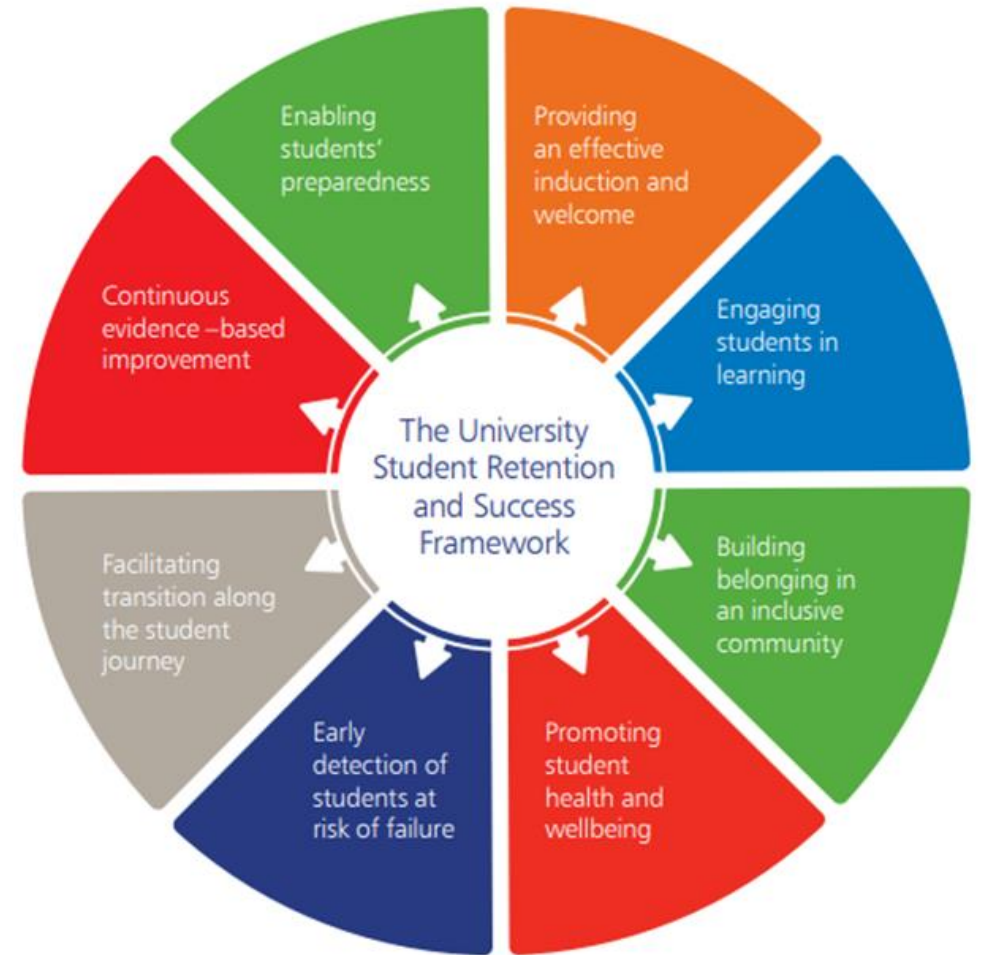
Frameworks & Impact

<https://www.canterbury.ac.uk/learning-and-teaching-enhancement/student-retention-and-success/Retention-and-Success-framework.aspx>



<https://www.canterbury.ac.uk/asset-library/BH365-and-bridging-the-gap/Closing-our-gap-Strategic-Framework-Aug20-A4-v1b.pdf>

<https://www.canterbury.ac.uk/asset-library/BH365-and-bridging-the-gap/Decolonising-the-curriculum-a-health-check.pdf>



Mentoring Overview

- Volunteer role - flexible, informal and part-time
- An effective communicator
- An empathetic listener
- No prior training required

“Mentoring is a way of helping another understand more fully and learn more comprehensively from their day-to-day experience.” (Hamilton, 1993)



Benefits of Mentoring

Helps students to develop academic, personal, professional & interpersonal skills

Supports students to adapt to University life quickly and consolidate learning and experiences

Takes the load of staff to provide guidance, skills development, signposting and navigation to students

Improves student/staff feedback and strengthens links to Student Voice

Help remove barriers to participation for students from all backgrounds

Mental health/wellbeing support for students

Improves attainment and degree outcomes

Develops a sense of belonging and inclusion in the university community

Shaping Mentoring for Diverse Student Profiles

Ethnicity

LGBTQ+
Mentors

International
Students

Mature
Students

Foundation
Year

Bespoke Mentoring Scheme: Believe Achieve Mentor Empower

Supporting students from a range of cultural backgrounds to create a sense of community and belonging.

Connected to a widening participation plan commitment to target this specific group of students.

- **Mentors working with mentees to:**
- Increase self-belief and confidence
- Enhance learning
- Celebrate success and support collaboration
- Provide empathy, listening, guidance and shared experiences.
- Support students to achieve and build on their attainment (degree outcomes) and empower for success
- Connects to the notion of 'developmental relationship'



Case Study



Training Content Update – Example 1

EQUALITY, DIVERSITY AND INCLUSION



- How do you see diversity reflected in your course or more broadly on campus at CCCU?
- What are your own experiences?

[Equality, Diversity and Inclusion \(canterbury.ac.uk\)](http://canterbury.ac.uk)

- Enables students to share their experiences and hear different cultural voices.
- Links to Curriculum Checklist & Retention and Success Framework

Training Content Update – Example 2

EQUALITY, DIVERSITY AND INCLUSION IN PRACTICE

Languages

Avoid colloquialisms

Increase your cross-cultural sensitivity

Be explicit

Learning Differences

Physical Capabilities

Consider Pronouns

Challenge Assumptions

- Gives students practical mechanisms to support diverse students.

Examples: Trans Mentoring



- Providing additional signposting to further targeted support.

Student Impact



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Questions



References



- Bourner, T; Race, P; and Martin, V. (2005) Workshops that Work: 100 Ideas to Make Your Training Events More Successful. Available at: https://phil-race.co.uk/wp-content/uploads/Workshops_that_work.pdf
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- Office for Students (2021) Degree attainment: Black, Asian and minority ethnic students. Available at: <https://www.officeforstudents.org.uk/advice-and-guidance/promoting-equal-opportunities/effective-practice/black-asian-and-minority-ethnic-students/>