

FUTURE
QUEST



UWE Bristol | University of the West of England EQUITY

Global Majority **MENTEE'S** **GUIDEBOOK**



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INTRODUCTION

WHAT DOES THE TERM 'GLOBAL MAJORITY' MEAN?

The more commonly used term in the UK at the moment is 'BAME' community which stands for Black, Asian and Minority Ethnic. However, considering the global population, that description is inaccurate. We therefore use the term 'Global Majority' instead

WHAT IS THE GM MENTORING PROGRAMME?

In the UK, GM students are facing a number of challenges. For example, GM students are less likely to achieve high grades in school and at university when compared to their white peers. There is also a lack of GM role models in schools that GM students can identify with and look up to.

The Global Majority (GM) Mentoring Programme aims to address these challenges by providing GM role models as mentor to GM students in local schools. These mentors will facilitate seven sessions over the course of the programme, designed to help the GM mentees develop skills and grow confidence.

THE GUIDE

- This guide is intended to support you in your relationship with your mentors and offer a structure to the conversations that you will be having with them. You will see a key area of focus for each session, along with suggested discussion points, along with helpful resources and activities to consider in-between the sessions.
- The guide is there to loosely direct you and your mentor's discussions, 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 meetings!
- Your mentor has advice and experience to offer but may not be able to answer your every question; sometimes you may both be learning something new together.
- You can also find extra resources, such as pandemic support and building confidence, at the end of the guide.

SUPPORT

Future Quest is here to support you and your mentors throughout the project. We will send you regular updates and reminders, but if you ever have any questions or concerns please contact us via email future.quest@uwe.ac.uk.

YOUR ROLE

- Mentees are expected to attend eight hour-long group sessions at your school, facilitated by mentors who will be assigned to you.
- Being prepared and curious before your sessions will help you to make the most out of the program.
- There are sections in this guidebook where it may be useful to make notes and consider the issues that your mentor discusses with you.
- Your mentor may be interested in what you have been doing in the time between your sessions.





Project Outcomes

FOR MENTEES



By the end of the programme, we hope you will:

...feel more self-assured in your identity, and more confident to engage in your studies and extra-curricular activities.

...be inspired by having a mentor who has been in a similar position to you, one that motivates you to achieve your best.

...feel able to speak up and seek support from your mentors regarding issues relating to identity and race, entrepreneurship, creating change and being decision makers in your community.



Session 1

INTRODUCTIONS AND GOAL SETTING

Introductions

The purpose of this session is to help you and your mentor to get to know each other.

Remember that these are your sessions and your mentor wants to facilitate the session for your benefit.

So you may find it helpful to set SMART goals to follow throughout the programme. Or you may want to learn more about your mentor. Or you may want to discuss your favourite subject. All approaches are absolutely fine!

Growth Mindset

One 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.

You may come into the programme with a perception of what your abilities are. Your mentor wants you to understand that this is not true.

This session should demonstrate the potential you have to learn new skills and consider the options that are in your future.



Session 1

REFLECTION

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on **culture**.*

What went well today?

What did you learn from this session?

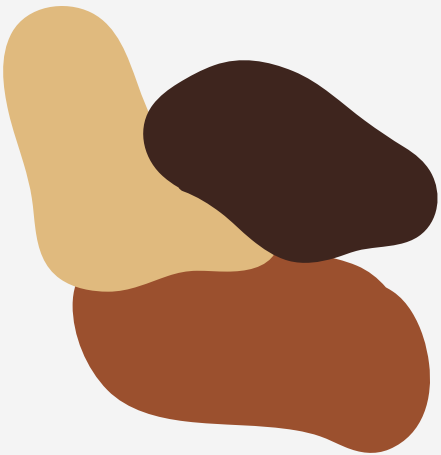
Your favourite literature, movies or TV shows?

Shopping and eating out: where do you go?

Session I

HELPFUL RESOURCES FOR SESSION 1

- Personal Goal Setting - How to Set SMART Goals - introduction to goal mapping and SMART goals.
- 31 SMART Goals Examples for Students of All Ages (developgoodhabits.com) - useful examples of SMART goals that might inspire you.
- 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.
- Learn How to Develop a Growth Mindset With These Strategies (tonyrobbins.com) insightful follow on from the above.
- Information for young people on confidence and self-esteem - Mind - building your confidence to speak up in-front of others.



Session 2

FOR THE CULTURE

Culture

In this session, you and your mentor will be discussing the different cultures of the global majority and the influence this has had on the wide world in both the present and the past.

You will be looking at places of cultural significance, the products made by and for the global majority, publications by members of the GM community, and much more!

Understand and Belong

One key outcome for this session is; **understanding and belonging.**

It is all about community. The global majority is made up of many different peoples, each unique. This is an opportunity for you to; learn about your shared culture and to appreciate the things unique to you and your mentor(s).

We all want to feel a part of something, this session celebrates that notion.





Session 2

REFLECTION

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on **skills**.*

What went well today?

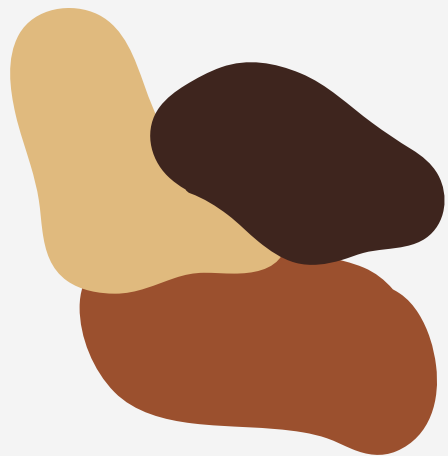
What did you learn from this session?

What are your strengths: what are you good at?

What skills would you like to develop or acquire?

Session 2

HELPFUL RESOURCES FOR SESSION 2



Session 3

SKILLS IN CONTEXT

Skills

This session is a good opportunity to find out more about your mentor's pathway and the skills that have got them to where they are.

In passing on their knowledge of written, verbal and communication skills, you will develop an understanding of goal mapping. You will consider the importance of networking and tackle the daunting prospect of job applications.

Communication

One outcome for this session is **communication skills**.

You will gain an awareness of the different styles of successful (and unsuccessful) communication and develop this knowledge throughout the session.

You will learn about how to deal with the difficult and unhelpful communication you may encounter.





Session 3

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on **strategies**.*

What went well today?

What did you learn from this session?

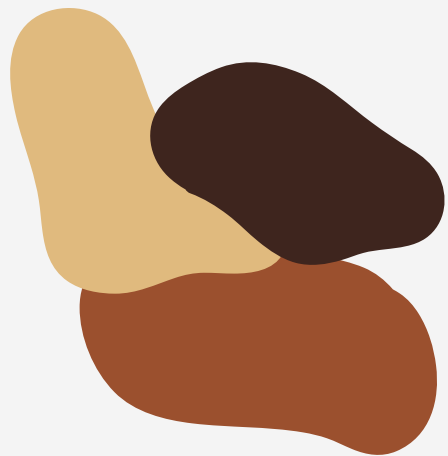
Do you have any strategies when dealing with challenges?

How effective do you find these strategies?

Session 3

HELPFUL RESOURCES FOR SESSION 3

- [Hip Hop HEALS podcast](#) - to inspire and inform.
- [Future Quest WEX page](#) - opportunities for networking, building skills & experience.
- [The Skills Builder Partnership](#) - a useful framework for developing skills for your career.
- [20 ways to improve your communication skills](#) - tips to building your communication skills.
- [Future Quest - SKILLS](#) - information & activities for a variety of skills.
- [Future Quest - More Resilient You](#) - a blog to help you build your resilience skills.
- [What are the NHS values | NHS Professionals](#) - the core traits and values that strengthen everything the NHS do.



Session 4

STRATEGIES THAT WORK

Strategies

Following closely with the preceding session, the purpose here is to talk about the different strategies that can be employed when facing opportunity, and adversity.

You will discuss a blueprint for the global majority that can be utilised to make things happen, how to deal with microaggressions in your personal and professional life and processes for having cultural confidence in all situations.

To Thrive

The key outcome for this session is to obtain **useful strategies** that you can implement when planning your future.

You should be able to draw from your mentor's successes and feel empowered and inspired by their experiences.

Under your mentor's guidance, you will begin to compile a list of useful resources that you can pull from when you need to.





Session 4

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on **relationships**.*

What went well today?

What did you learn from this session?

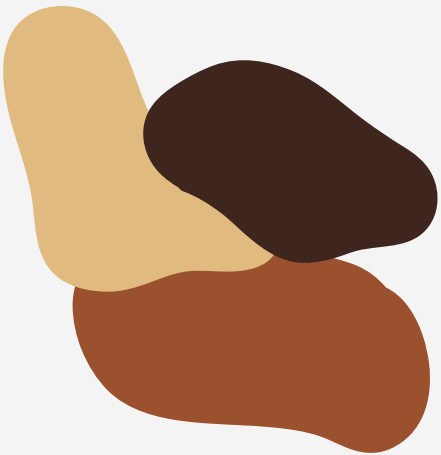
What is important to you in a relationship?

Who has had a positive impact on your week?

Session 4

HELPFUL RESOURCES FOR SESSION 4

- BBC Ideas – Reflections on Race Series – A series of videos on race and life from a multitude of different GM viewpoints.
- Babbasa - Bristol based organisation aiming to tackle rising levels of youth unemployment, educational underachievement and the rapid decline in youth aspirations in Bristol's ethnically diverse inner-city communities.
- AVF - African Voices Forum (AVF) is a Bristol-based network of African and African-Caribbean community associations/organisations, other community organisations working to empower Africans and African-Caribbean to take active part in policies and initiatives that concern them.
- The Diverse Artists Network – diverse network of like minded people celebrating art in all its forms, promoting global majority voices.



Session 5

UNDERSTANDING RELATIONSHIPS

Relationships

This session allows you to talk about how your relationships function in your home and school life.

You should learn how to tell if a relationship is failing or no longer serving you, how to recognise toxicity, and dealing with those circumstances.

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

Valuing Relationships

An outcome for this session is to be able **recognise** the difference between a healthy and unhealthy relationship.

You should be able to reinforce those non-violent communication skills, and enhance your ability to be resilient through uncomfortable conversations.



Session 5

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on **discrimination**.*

What went well today?

What did you learn from this session?

Any questions you would like to ask your mentor that you haven't done so already?

DIFFICULT CONVERSATION ACTION PLAN

GOAL

WHY

MOTIVATION

OBSTACLES TO OVERCOME

RESOURCES

CONVERSATION
OUTCOME

MEDIUM GOAL

END GOAL

BIG STEPS

LITTLE STEPS

- _____
- _____
- _____
- _____
- _____

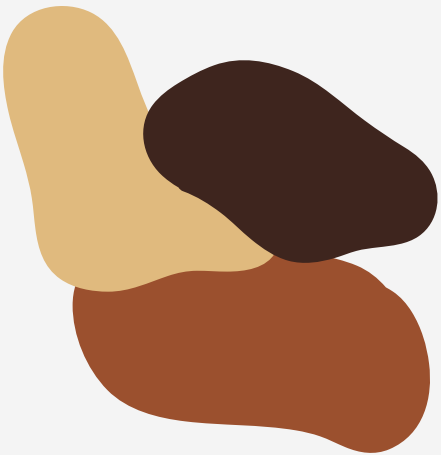
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Notes

Session 5

HELPFUL RESOURCES FOR SESSION 5

- Jigsaw Family Conflict = what it is, why/how it happens & what to do.
- Relationships and family problems: useful organisations - useful contacts for support if you need it..
- Supportline – information on dealing with problems as well as more contacts.
- Relate - relationship support for everyone.
- 8 Tips for Developing Positive Relationships



Session 6

DEALING WITH DISCRIMINATION

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. You and your mentor will consider both the subtle and overt inequity of a member of the global majority's daily lives.

The aim of this session is to understand that a shared experience links us all; that you are not alone.

Inclusion

The outcome for this session is to increase your **resilience** in the face of intolerance.

Hopefully you will feel an affiliation to the stories and encounters that your mentor opens up about.

Your mentor wants you to feel empowered to make decisions that benefit you and to feel supported by the community and shared experience.

Session 6

Thoughts and ideas:

Jot down some notes on today's session before you forget!

For Next Session

*Questions, prompts and tasks that you can be thinking about before the next session on the **working world**.*

What went well today?

What did you learn from this session?

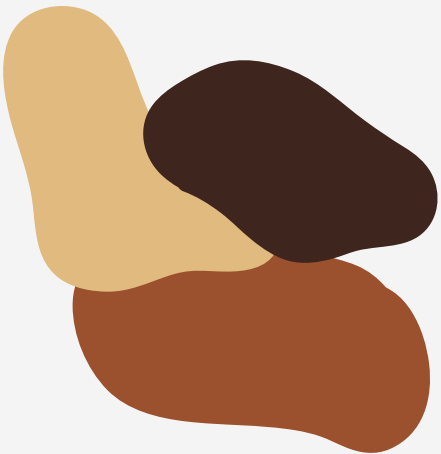
What worries you most about applying to jobs or universities?

What traits might be important to employers?

Session 6

HELPFUL RESOURCES FOR SESSION 6

- [YoungMinds UK](#) - Being treated differently or unfairly because of our race, skin colour or ethnicity can negatively affect our mental health. Here's some information on how to get help if you've experienced racism.
- [Mind](#) - more information on the impact of racism on mental health.
- [What are 'Microaggressions'? | The University of Edinburgh](#) - introduction to microaggressions.
- [Digital microaggressions and how to handle them - CMI \(managers.org.uk\)](#) - follow on from above.
- [GOV UK - Your Rights](#) - Your legal rights.
- [GOV UK - What-you-can-do](#) - What you can do.
- [Asking The Right Questions](#) - Constructive Challenge.
- [Video: Non-Violent Communication](#) - NVC Marshall Rosenberg - San Francisco Workshop.



Session 7

THE WORLD OF WORK

The 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.

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

Prepared for Professions

In this session, the outcome will be for you to have considered your passions and how they could effect your future vocations.

You will have envisioned your path to obtaining a role in your chosen profession and drawn up a plan of action that you feel confident in implementing.



Session 7

Thoughts and ideas:

Jot down some notes on today's session before you forget!

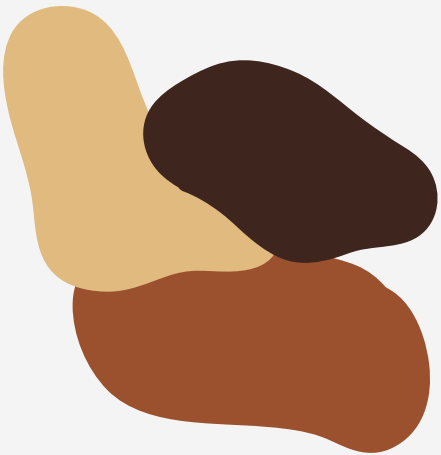
Any Further Questions?

Your final session will be less formal; if you have any final questions, think about them here.

Session 7

HELPFUL RESOURCES FOR SESSION 7

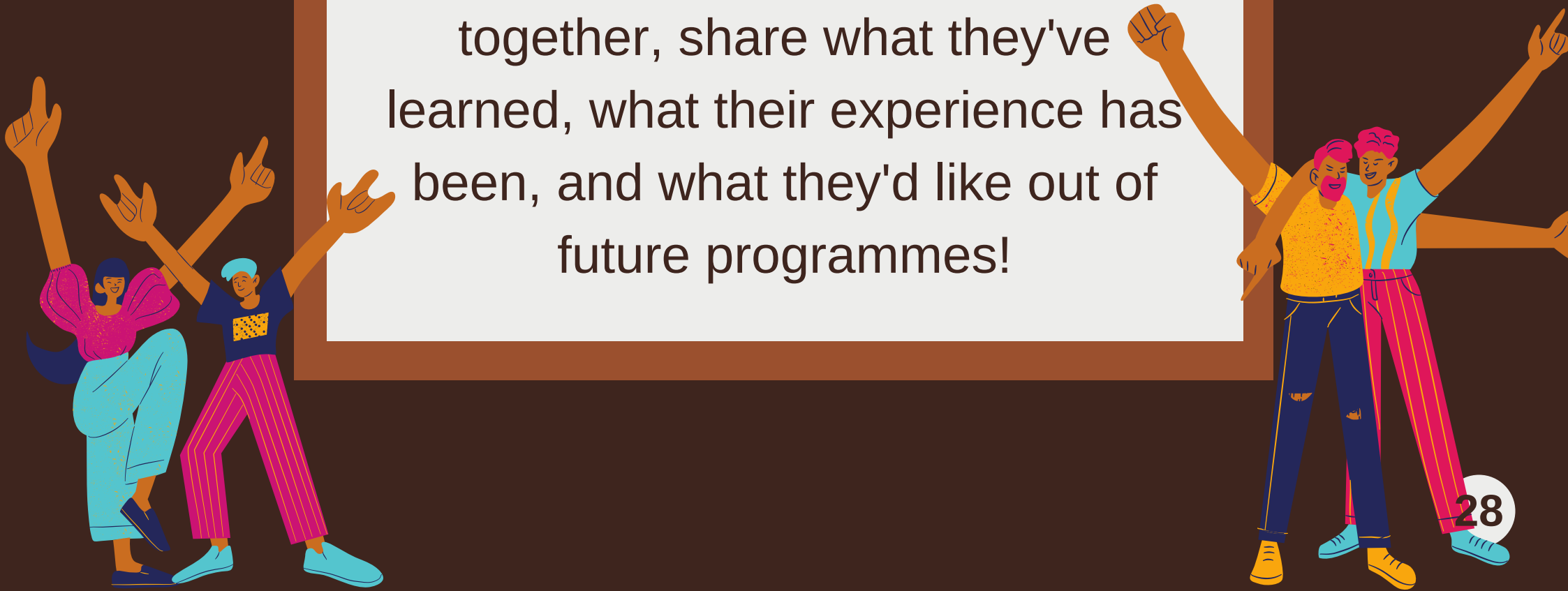
- [Work experience and volunteering opportunities | Future Quest](#) - useful list of opportunities in the Bristol and Bath area.
- [Interview tips | Finding a job | The Prince's Trust \(princes-trust.org.uk\)](#) - tips on preparing for a job or university interview.
- [7 Simple Steps to Writing an Excellent Diversity Essay - Accepted](#) - how to write positively about your diversity in your university application.
- [How to start a personal statement \(thecompleteuniversityguide.co.uk\)](#) - brief but concise look at starting a personal statement.
- [How to Write a Great CV with No Work Experience | Top Universities](#)
- [Black Lives Matter: the workplace | Acas](#) - useful podcast.
- [How to Write the Perfect Cover Letter - Glassdoor UK](#)



Session 8

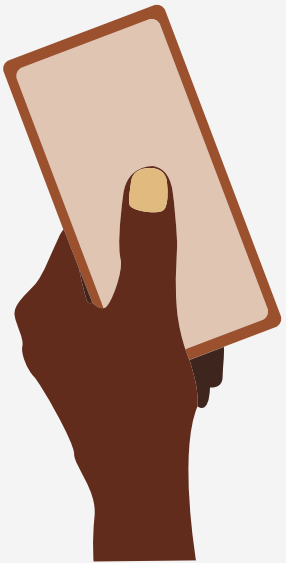
CELEBRATION

The 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

- Future Quest contact email address: Future.quest@uwe.ac.uk
- [Supportline](#)
- [Samaritans](#)
- [Childline](#)
- [COVID guidance](#)



THANK YOU

Thank you for engaging in this programme!
We hope you have had a great project, keep in touch!

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