



Engineering and
Physical Sciences
Research Council

Northern Power: Making Engineering and Physical Sciences Research a Domain for All in the North of England.

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ABOUT NORTHERN POWER

- A consortium of 8 Higher Education Institutions and 8 industrial partners, working together to help **shape an actively inclusive culture in the Engineering and Physical Sciences (EPS) community in the North of England.**
- Target: underrepresented groups in the North of England (BAME, women, those with disabilities and LGBTQ+).
- Establishing and sharing best practice on developing inclusive EPS communities between HEIs, industry, research councils, and policy makers.
- September 2018 – May 2021

WHAT DO WE OFFER?

1. Shared Characteristics and/or Interests Mentoring – Led by University of Leeds
2. Reciprocal Mentoring – Led by Durham University
3. Online Platform – Led by University of Leeds
4. Leadership Development – Led by Newcastle University
 - Career advice and networking opportunities
5. University Industry Partnership– Led by Northumbria University
 - Work Shadowing
 - Training and engagement to support collaboration
6. Research (Evaluation) – Led by Durham University (and Northumbria University)

THE RESEARCH

- Led by Durham University with support from Northumbria University.
- Evaluated to understand the **impact** of the project for participants and institutions and the ways in which participants **engaged** with the various initiatives on offer.
- Data will be collected using surveys, interviews, observation of training sessions and analysis of documents and policies.

RECIPROCAL MENTORING

- **Reverse vs. Reciprocal**
- A **cross-institutional** reciprocal mentoring scheme that involves Early Career staff from under-represented groups mentoring Senior Leaders about the specific challenges they face.
- Leaders play a significant role in **cultural change**.



RECIPROCAL MENTORING OUTCOMES

For **Junior mentors:**

- Career development
- Research advice
- Exposure to decision makers and decision making
- Increased understanding of leadership roles and career progression
- Increased confidence and motivation
- Impacting cultural change within the University and beyond

For **Senior mentors:**

- Personal development
- Opportunities to learn about the challenges and barriers early career researchers from under-represented groups encounter
- Potential to use this learning to effect change within the organisation
- Supporting the progression of under-represented groups
- Ability to share excellence and good practice

RECIPROCAL MENTORING PROCESS

Sign up ➡ Training ➡ Matching ➡ Mentoring

- Sign up using the Evaluation baseline survey (junior) or interview (senior)
- Participation in mentoring training
- Matched based on criteria; discipline, experience (protected characteristics), preferences, expectations, knowledge gap and institution
- Commitment of 2 ½ days, minimum of 4 mentoring sessions (now moved online)


RECIPROCAL MENTORING IMPACTS / LIMITATIONS

Impacts:

- Personal development
- Career progression
- Feeling listened to / supported / informed
- Exposure
- Understanding of EDI issues /challenges and barriers

Limitations:

- Difficult to step outside role of either 'junior' or 'senior'



“I am learning a lot with my mentor and I am really enjoying the experience. So far we've selected equality topics of interest for our own growth and have been exploring these. I am grateful for a reciprocal mentor who is so engaged” – Junior mentor, October 2020.

FIND OUT MORE AND CONTACT US!



Check out our project platform and get free access to EDI resources.

Log in as Guest <https://northernpowerinclusion.com>



Follow the Durham EDI team on Twitter <https://twitter.com/DUEDI7>



Got a question? Email the Northern Power Inclusion Matters team at inclusion.matters@durham.ac.uk