Programme 1: STEMM-CHANGE

In the EPSRC-funded STEMM-CHANGE programme, we will be pairing up UoN staff in STEMM disciplines who have protected characteristics or under-represented differences with senior staff. These include:

- LGBTQ staff
- Staff with disabilities
- BAME staff
- Women
- People with caring responsibilities
- People with flexible work patterns
- Religion or belief

The aim is to give a senior member of staff insight into what it is like to be someone working in a STEMM subject in Higher Education with an under-represented difference. The programme provides an opportunity for staff to engage in honest, open and respectful conversations about the experiences of people with a range of social characteristics and identities, the opportunities that diversity offers and the barriers that staff with protected characteristics can face in STEMM subjects.

How do I become a reverse mentor?
Any member of STEMM-staff who identifies as being from an under-represented group (as above) can be a reverse mentor if they are willing to share their experiences with someone who is different to themselves.

Find more information about being a STEMM-CHANGE reverse mentor and sign up

The deadline for applications for the STEMM-CHANGE programme is 5pm on Friday 15th October 2021.

Training session for reverse mentors: you only need to attend one session
Tuesday 2 November, 9am - 12pm on Microsoft Teams
Tuesday 9 November, 9am - 12pm on Microsoft Teams

How do I become a reverse mentee?
Any senior member of staff who believes they would benefit from being reverse mentored by a junior staff member who is different to them can sign up to become a reverse mentee. Reverse mentoring could help in your role as a leader in the University and contribute to removing barriers to inclusion and delivering the University’s EDI efforts.

Find more information about becoming a STEMM-CHANGE reverse mentee and sign up to be allocated a junior colleague to be your reverse mentor
The deadline for applications for the STEMM-CHANGE programme is **5pm on Friday 15th October 2021**.

**Preparation session for reverse mentees (you only need to attend one session):**
Tuesday 2 November, 12.30 - 2.30pm on Microsoft Teams

Tuesday 9 November, 12.30 - 2.30pm on Microsoft Teams