

Yorkshire & Humber Public Health Reciprocal Mentoring Programme

Reflecting on Learning, Relationships and Impact: Victor Joseph (Consultant in Public Health, Doncaster City Council), Chris Sharp (Workforce Development Manager, OHID Y&H) and Sunita Sokhal (Leadership Fellow, NHSE)



The Yorkshire & Humber Public Health Reciprocal Mentoring Programme brought together public health leaders and colleagues from minority ethnic backgrounds to learn with and from one another. Through facilitated workshops and mentoring partnerships, participants explored lived experience, leadership, culture, and allyship, creating space for meaningful dialogue and mutual learning.

What was delivered

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1 CREATING PARTNERSHIPS
Building trust, psychological safety and shared purpose.


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2 ACTIVE LISTENING & CURIOUS QUESTIONING
Developing coaching skills, curiosity and deeper conversations.


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3 SPEAKING OUR TRUTHS
Sharing personal stories, lived experiences and professional journeys.


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4 CULTURAL COMPETENCE & EXPLORING DIFFERENCE
Exploring culture, identity, race and inclusion to deepen understanding and strengthen allyship.


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5 RECIPROCAL MENTORING PARTNERSHIPS
Creating mentoring relationships based on equality, learning and shared growth.



Participant experience

PARTICIPANTS TOLD US THEY VALUED:

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SAFE SPACES
Opportunities for honest, courageous and respectful conversations.
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PERSONAL GROWTH
Increased confidence, self-awareness and understanding.
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MEANINGFUL CONNECTIONS
New relationships and networks across organisations and communities.
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LEARNING FROM LIVED EXPERIENCE
Hearing diverse perspectives and experiences that challenged assumptions and broadened understanding.

VOICES FROM THE PROGRAMME

- “ So grateful for this experience and learnt so much.”
- “ The diversity of experiences and perspectives shared throughout the programme was invaluable.”
- “ The workshops created a genuine space for honest and meaningful conversations.”
- “ I gained a much deeper understanding of the experiences of others and the role I can play in creating change.”

Programme outcomes

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CULTURAL AWARENESS
Understanding different experiences, identities and perspectives.
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ALLYSHIP & INCLUSIVE LEADERSHIP
Greater confidence to challenge inequity and support inclusion.
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COURAGEOUS CONVERSATIONS
Ability to discuss race, culture and difference with openness and respect.
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CROSS-SYSTEM RELATIONSHIPS
Stronger professional networks and collaborations.
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COMMITMENT TO CHANGE
A deeper understanding of barriers and opportunities for creating a more equitable workforce.

Our fabulous participants



Acknowledgements and further information

This programme has been developed for the Y&H public health system with the kind support of the Y&H ADPH Network and members of the Y&H Equality, Diversity and Inclusion Community of Improvement (CoI). For further information on the programme, contact victor.joseph@doncaster.gov.uk or scan the QR code.

Scan for further info

