

Global Majority Mentoring Programme

Impact Report 2025



Acknowledgements and foreword

London is the most ethnically diverse region in the UK, and its unrivalled concentration of higher education provision makes it a true microcosm of the sector. This density and diversity enables deep collaboration; a citywide initiative like the Global Majority Mentoring Programme has the potential to create meaningful and wide-spread impact.

As we reflect on the past year, London Higher would like to thank sponsors Minerva, mentoring platform PushFar, our member institutions, participants and partners across London for their unwavering support. Particular thanks go to our members and partners that co-created and co-delivered events with us. We are also grateful to Wonkhe and Routledge/EMCC for the opportunities to showcase the programme in 2025.

As we look ahead to 2026 and the fifth edition of the Global Majority Mentoring Programme, we reflect on these successes and how they can shape future action to continue diversifying leadership in London. Our work as part of the London Anchor Institutions' Network (LAIN) and the Mayor of London's Inclusive Talent Strategy demonstrate the critical role of higher education in building London's talent pipelines, and we remain committed to working in partnership towards these shared goals.



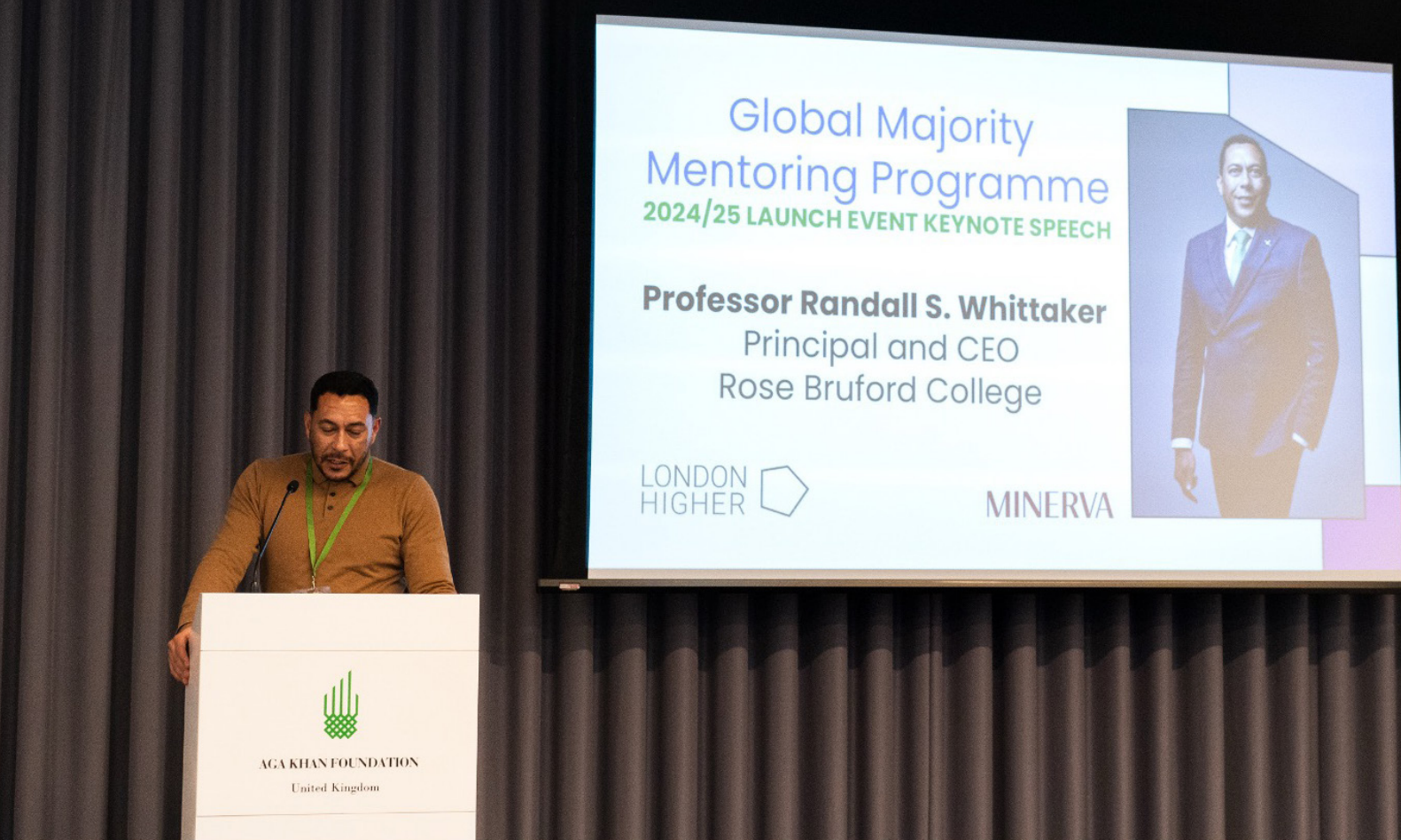
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Global Majority Mentoring Programme 2025 Cohort and Contributors



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Anti-Apartheid Legacy photos: courtesy of Nadia Joseph



Executive summary

London Higher is pleased to share this report following the 2025 edition of the Global Majority Mentoring Programme. This report incorporates reflections and participant feedback in order to capture the impact that mentoring has had on individual participants, alongside the programme's influence at sector, regional, national and international scales. These reflections allow us to celebrate successes whilst examining ways in which the programme can be enhanced for future editions.

2The programme continues to receive very high levels of positive satisfaction from participants, with mentors and mentees alike scoring the programme 8.6/10 for overall experience. In addition, mentors reported feeling very confident (9.1/10) and mentees noted that the quality of matching was excellent, adding to their experience. A core tenet of the programme is that matches are cross-institutional, and the diversity of participating institutions has led to fruitful London-wide conversations. Participant scores for different aspects of the programme are detailed in the report.

New for this year, we asked participants to reflect on how the programme contributed to a sense of belonging and shared experience with peers. It is that sense of shared experience, network building, and empowerment to progress within a secure space for open conversation, that are the hallmarks of the Global Majority Mentoring Programme. We are deeply moved by the personal and professional growth that participants report, and testimonials are also available throughout this report.

External impact has also reached a new high for 2025. Following last year's presence at a prestigious international conference, a series exploring how the programme is reshaping sector-wide approaches to talent pipeline diversification was commissioned by Wonkhe, the leading sector press outlet for UK higher education. The Global Majority Mentoring Programme was also selected as a case study for inclusion in '[Mentoring in Action: A Guide to Success](#)', the latest book in Routledge EMCC Global Masters in Coaching and Mentoring [series](#). These activities demonstrate the growing positive reputation and reach of the programme, and present the exciting possibility of influencing practices nationally and internationally.

In this vein, recognition of the programme has extended to other forms of practice-sharing; conversations with UK organisations such as Future of London and the Museums Association have led to these organisations thinking about adapting their approach and mentoring offer across their respective sectors. Several conversations have also been held with universities within and beyond London, further demonstrating that the programme's influence extends beyond its direct participants.



Programme overview

The Global Majority Mentoring Programme is London Higher's cornerstone initiative to champion equality, diversity and inclusion across the capital's university sector. It aims to delivers career progression support for global majority staff while fostering pan-London collaboration and creating professional networks across the capital's higher education sector.

The programme has run four London-wide editions since 2021/22. The programme's full background, rationale and history are available to read online, published as part of the blog series commissioned by Wonkhe. Impact reports for the previous two editions are available to read here: 2023 and 2024.

In 2025, nearly **120 participants from across 15 institutions** took part. Several other London Higher members contributed to the programme (outlined below).

Alongside the facilitation of **one-to-one mentoring** London Higher organises learning and networking sessions for mentors and mentees. Events held in 2025 were:

- **Pre-application information session** held at the University of West London;
- **Pre-programme briefing and training** led by Royal Holloway, University of London;
- **Launch event** hosted by the Aga Khan Centre, with a keynote speech from the Principal and CEO of Rose Bruford College, Professor Randall Whittaker;
- **Programme touchpoint ‘lunch and learns’** held at Middlesex University London and Royal Holloway, University of London;
- **Learning Leaders** leadership development workshop held in partnership with the University of Westminster;
- **Minerva masterclass** hosted by York St John University London Campus;
- **Online session** held in partnership with Anti-Apartheid Legacy;
- **Celebration event** and networking reception held at City St George’s, University of London, with a keynote from the Provost of the London College of Communication, University of the Arts London, Professor Kene Igweonu.

Overall, the wider events put on by London Higher were a marked success – of 206 RSVPs across these sessions, 189 people attended, a **hit rate of 92%**. This strong enthusiasm sustains our commitment to an excellent wraparound offering. We are particularly pleased that so many sessions were co-designed/delivered with members and partners.

For the first time, wider London stakeholders and partners were invited to join our end-of-programme celebration event. This allowed us to share the Programme as a model of practice with colleagues from the Greater London Authority, LAIN, and the NHS, who share our vision for a more inclusive and empowered London.



2025 impact

Last year's report detailed the remarkable presence of the Global Majority Mentoring Programme at the prestigious annual conference of the International Association of Schools and Institutes of Administration (IASIA 2024), held at the University of the Free State, South Africa.

We are delighted that 2025's edition has continued to gain national and international attention, detailed below.

Wonkhe, the leading sector press outlet for UK higher education, commissioned a [multi-part series](#) exploring the Global Majority Mentoring Programme. Alongside an overview from the programme manager, three other articles were featured from sponsors Minerva, Learning Leaders facilitator Keith Hunter, and Dr Jaya Gajparia, a mentee from 2024's edition. This opportunity allowed London Higher to raise its profile across the sector and elevate key voices that have been critical to the programme's growth.

The Global Majority Mentoring Programme was also selected as a case study for inclusion in '[Mentoring in Action: A Guide to Success](#)', the latest book in Routledge EMCC Global Masters in Coaching and Mentoring [series](#). This publication:

shares insights into the contemporary practice in mentoring programme design, implementation and evaluation. Through clear and useful lessons from managers from leading organisations globally, it provides an invaluable roadmap to setting up and running successful mentorship programmes.

Dr Chandana Sanyal (Associate Professor of Human Resource Management and Development at Middlesex University London and programme mentor), served as co-editor for this book, highlighting the power of connections built through the Global Majority Mentoring Programme and ensuing opportunities. London Higher is proud to be recognised and featured amongst global exemplars of success in the mentoring space.

Abigail Green, a mentee from City St George's, University of London, also presented on her experience of the programme at London Higher's 2025 AGM to an audience of vice-chancellors and senior leaders.



Methodology and Participant Feedback

London Higher used a combination of:

- Responses to post-programme surveys;
- Quantitative and qualitative feedback from the Learning Leaders workshops; and
- Internal reflections on how the programme ran.

There were 35 responses (11 post-Learning Leaders; 24 post-programme) and qualitative feedback was also acquired at various engagements, including attendance at London Higher-organised events.

The programme continues to achieve high levels of satisfaction from both mentors and mentees. In addition to requesting feedback on how the programme meets its stated aims and scoring overall experience, participants were asked how it contributed to a shared sense of belonging.

On average...



Mentors scored:

- **8.2/10** for meeting programme aims
- **8.6/10** for overall experience
- **8.4** for belonging and shared experience with global majority peers

Mentees scored:

- **8.1/10** for meeting programme aims
- **8.6** for overall experience
- **8.3** for belonging and shared experience with global majority peers



Mentees reported that the main areas they benefitted from were:

- | | | | |
|---|--|---|------------------------------------|
| 1 | An increased network of professional contacts. | 2 | Career progression and development |
| 3 | Confidence and leadership | 4 | Upskilling |

This broadly mirrors what mentors reported they were most able to support with, and what they had seen in terms of differences made for their mentees.

Mentees also rated the networking events an average of 8.1/10. Attendance at these centrally organised events alongside the one-to-one mentoring is a clear indicator of enhanced overall experience, as summarised by Pamela Afra-Dicko and Shazia Mowlabaccus (mentees):

Considering that this was my first proper experience of being mentored - I couldn't have asked for such a wonderful experience whilst being a mentee on this programme. The great counsel, advice, and encouragement received from my mentor, and the amazing reflections and gleanings shared through different networking events have given me the push to create an influential impact within my current role in HE.

The programme is comprehensive, including mentoring, leadership development, career development and networking. It was great that it was able to connect you to others in different universities with similar experiences. Development should never stop. I enjoyed it and it widened my HE network. I'd recommend it!



Learning Leaders

2025 marked the third iteration of our Learning Leaders leadership development workshops, designed and delivered in partnership with Blue Whistle Learning and the University of Westminster.

This year, the workshops were designed to coincide with both London Higher's annual EDI Network summer workshop and half-day conference on EDI in the UK Higher Education Sector and the University of Westminster's Black History Year (BHY) Researchers Network's Amplifying Black Scholarship conference.

This allowed the Learning Leaders cohort the opportunity to meet and connect with a broad range of professionals from across the capital's higher education sector as the three events hosted a collective networking lunch.

The two full-day sessions scored 87% for overall satisfaction from this year's cohort of 11 mentees (6 took part in 2024). As with 2024, leadership confidence again scored 77%, highlighting that post-workshop feedback is too soon for participants to properly reflect on how learnings have been put into practice. Dr Jaya Gajparia, who wrote on WonkHE about her experience on 2024's Learning Leaders, reflected:

'In hindsight, the Learning Leaders workshop gave me the space to actively explore the "what next" and "how next" of leadership.'



Minerva Masterclass

For the fourth consecutive edition, programme sponsors Minerva ran a career development workshop for mentors and mentees focusing on: progression to senior roles; navigating the headhunting and recruitment process; writing effective CVs and cover letters; and negotiating.

This is an opportunity for participants to learn from executive search experts responsible for recruiting at the seniormost levels of higher education, including: Deans, Deputy- and Vice-Chancellor roles, alongside Heads of Schools, Directors of HR, COOs and more. It serves as a springboard to take the next step in their career journey.

Recommendations

London Higher is proud of the Global Majority Mentoring Programme's growing profile, its impact on talented individuals, and its influence in policy spaces at multiple levels. We work continuously to seek ways to build on success and enhance the programme's offering and experience.

Last year's report recommended several actions::

- **London landscape:** we sought to work more closely with London stakeholders to embed our work within the city's policy-political landscape. Through our continued involvement with LAIN and its Inclusive Employment working group, as well as London Higher Chief Executive Liz Hutchinson featuring in the [launch video](#) for the city's Inclusive Talent Strategy, we have ensured alignment and gathered momentum around regional priorities.
- **Sustaining engagement:** we held regular catch-ups with participating institutions throughout the programme; several members also organised in-person drop in 'lunch and learn' sessions to provide an opportunity to speak with the programme manager. An attendance rate of 92% from event RSVPs encapsulates the high level of engagement from participants and institutions in 2025.
- **Co-creation and events:** A record number of co-designed and co-created elements featured throughout the suite of events (outlined in the programme overview). Their impact was noticeable, and we look forward to maintaining these collaborations for upcoming editions.

This year, the policy direction has been firmly set for UK higher education: from the [Secretary of State for Education's](#) steer to the government's post-16 education and skills [white paper](#) and the regional initiatives noted above, there is a clear message. More must be done at regional level to embed universities in their localities and break down barriers to opportunity. The Global Majority Mentoring Programme clearly aligns with both local and national policy priorities and London Higher will ensure this alignment continues through the programme and our broader work.



Concluding remarks

London Higher's Global Majority Mentoring Programme has cemented itself as a flagship offering within the mentoring and talent development space. The continued importance of programmes such as ours is foregrounded in conversations with participants that lay out lived experience of unequal systems, but also through the wider policy-political climate in which we operate.

We are immensely proud to provide a platform that enables diverse talent to connect, grow and succeed. Against the backdrop of an ever-evolving landscape for higher education and our city, strong leadership is needed to navigate this. For London Higher and our members, diversity does not mean dilution. It means a sector and a city informed by more voices and perspectives, better equipped to succeed in addressing the unfolding challenges.

Testimonials

This is an essential and enlightening programme which enables global majority leaders to support the progression and development of other global majority staff, sharing experiences, providing guidance and advice and bringing lived experiences and understanding of potential barriers such staff may face.

Busola Phillips-Scarlett, mentor

Being part of the Global Majority Mentoring Programme has been a truly rewarding experience. It has provided a valuable platform to help provide support and guidance to help improve the career progression and development of others. I am delighted to have contributed to such an impactful initiative and proud to have been part of it.

Mentor

Being a mentor in the Global Majority Mentoring Programme was a truly enriching experience. It created space for meaningful connections, shared learning, and real impact – both personally and professionally. I would highly recommend it to anyone looking to support or be supported in their career journey.

Inderjit Kaur Kalsi, mentor

The Global Majority Mentoring Programme was an outstanding experience that boosted my confidence, supported my career growth, and made me feel part of a wider community. The tailored guidance from my mentor, along with the opportunity to connect with inspiring peers across London, was invaluable. It created a truly supportive space to learn, grow, and share experiences.

Daniela Cobzac, mentee

The Global Majority Mentoring Programme provides a valuable opportunity to reflect on one's past, present, and future professional development while building a strong understanding of personal skills, needs, and aspirations.

Dr Riadh Ghemmour, mentee

The Global Majority Mentoring Programme was an excellent opportunity to explore issues specific to global majority people in the workplace with a mentor with lived experience, and to be immersed into a wider community of changemakers through networking, conferences and learning sessions.

Mentee

Participating in the Programme helped validate my experiences as being a young Black women in higher education. My mentor helped alleviate my feelings of imposter syndrome/ self-doubt and I feel more confident in my decision as a young manager.

Maria Bamgbele, mentee

The Global Majority Mentoring Programme came at a pivotal moment in my career, during a major professional services restructure at my university. Having the guidance and support of a senior EDI leader from outside my institution gave me the confidence and clarity to navigate uncertainty and stay true to my values. As someone deeply committed to equity, diversity and inclusion – through my work in and beyond my institution on LGBT+, disability and antiracism initiatives – and as a coaching professional apprentice, I was reminded through this programme that representation and allyship matter at every level. Mentoring and coaching help us to lead authentically and create lasting change.

Ant Babajee, mentee