**ARP 2024-5**

**Ethical Action Plan**

**Name of practitioner-researcher: Jazmin Hodges**

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| 1. **What is your project focus?**   The focus of my project is to create a framework that guides students and graduates, particularly black graduates, in finding mentors that represent them. The hope is that the framework developed will be more flexible than traditional mentoring programmes, so will hopefully encourage more participants. |
| 1. **What are you going to read about?**   I’ll review existing studies on mentoring. I am particularly interested in those that lose contact with their mentors and are unable to complete the programmes they signed up for. And, those who don’t sign up to mentoring programmes even though they believe they will benefit from them.  I’ll also look to review:   * Graduate outcomes data * Statistics on mentoring representation to identify gaps and areas for improvement * Studies on the benefits of mentoring |
| 1. **What action are you going to take in your teaching practice?**   I will get into contact with colleagues who have experience running UAL’s existing mentoring programmes. To get their insights on who drops out of the programme and why, to discuss the flexibility of the programme and to get their opinion on my initial idea.  I will develop a structured framework for graduates to follow when seeking mentors. This framework will include strategies for identifying potential mentors, approaching them and tips for networking.  My research will be conversation based. I initially thought interview based and then began to devise questions, however, this began to feel more like a questionnaire. Based on Feedback and looking into conversation as a method, I believe it will be more effective to organise one on one conversations with the relevant staff. After my initial conversations, I would like to create a first draft that will be reviewed by the staff I initially spoke to and get their feedback before creating a final iteration.  The final framework will hopefully exist on the Graduate Support Moodle. |
| 1. **Who will be involved and how?**   Staff – Particularly those that work on mentor schemes.  LCC Graduate Futures, Creative Shift, Careers and Employability mentor scheme  Staff members I will reach out to: Jane Dalby (Mentoring and Project Coordinator for C&E), Creative Shift Team, LCC’s Graduate Futures team and Ruth Butah (Joh’s suggestion).  N.B. If any of your participants/co-researchers will be under 18, please seek advice from your tutor. |
| 1. **What are the health & safety concerns, and how will you prepare for them?**   I believe direct health and safety concerns will be minimal, as I have decided to contact only staff, rather than students/graduates.  However, I will ensure that all interviews and questions are designed so that participants feel comfortable and supported. |
| 1. **How will you protect the data of those involved?**   Anonymise data gathered from staff to protect the identity of the students and grads that participate in the mentor programmes. |
| 1. **How will you work with your participants in an ethical way?**   I will not seek to work directly with black graduates who have dropped out of mentoring programmes or who have avoided joining them altogether. Based on class discussions and research, I anticipate that this group may be, first, difficult to engage and, second, vulnerable or possibly experiencing a sense of shame in this area. To ensure the process remains ethical, I believe it would be more appropriate to gather insights from experienced staff who have managed these programmes over the years, as well as from specialised teams within UAL, such as Creative Shift and EDI working groups. By doing so, I can still gain valuable perspectives without risking any negative impact on the target group I aim to support.  When engaging with staff:   * I’ll make sure to all participants are aware of the research purpose, how it will be used and that they can withdraw consent at any time. * I’ll be sure to confidentially store all information and anonymise data as much as possible. * I’ll be mindful of the overall goal of the research project, so that I don’t lose sight of the motivation to better support black graduates, by ensuring I check back in specifically with EDI groups and Creative Shift to get their perspective on what they think once the first iteration of the document has been created.   I will also examine existing literature and frameworks that cater to the audience and aim to first identify and also emulate any key features that are apparent.   * Ensure that I inform all participants and seek their feedback on the final framework. |