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Black Lives
MENTORED



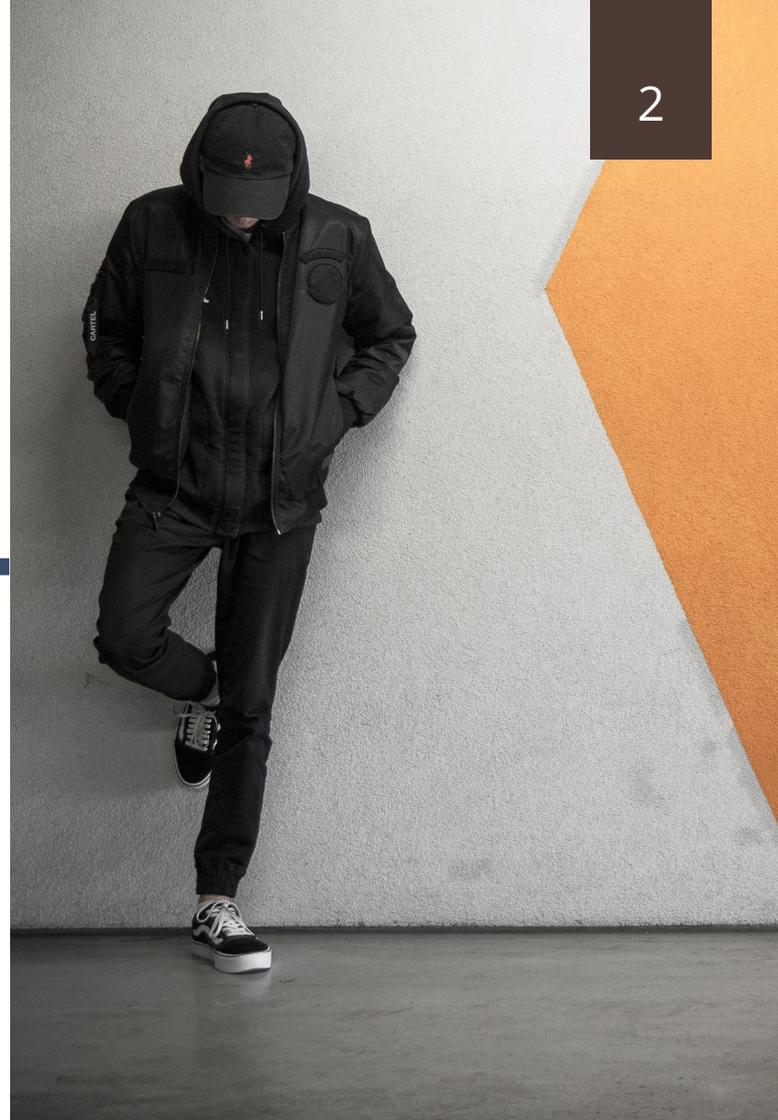
To offer world class mentoring service to vulnerable individuals in the BME community, inspiring them to take charge and control of their mental health and well-being and become positive members of society.

THE PROBLEM

On May 25, 2020 in the USA a heart-breaking video went viral on social media exposing the merciless murder of 46-year-old George Floyd at the hands of the police. The news sparked a global outcry and movement amongst the black community to bring immediate visibility to the plight of black people. When investigated further, it became apparent that the viral video is just one of many, documenting the enduring mistreatment of black folk globally that has been perpetuated over generations.

It goes without saying that during these turbulent times, the plight of the Black Minority Ethnic (BME) community in the UK is desperate. Wrestling with decades of fighting against social and economic disparities, historical demonisation and false accusations and a biased criminal justice system, individuals who for most of their lives have been undervalued and ignored, are tired, angry and anxious, uncertain of any meaningful change on the horizon.

It is clear the needs amongst those struggling with their mental health problems surpasses current NHS resources. Added to these challenges is coronavirus trauma – real grief and loss, illness and a lack



of motivation and productivity as people suffer job, housing and food shortages, amongst a host of other problems. During the COVID-19 pandemic and subsequent global lock down, practitioners are seeing a surge in clients suffering from acute or ongoing trauma in their practices and organisations. As the cases of COVID-19 continue to increase across the world, evidence is continuing to emerge that the pandemic could be disproportionately affecting people from BME communities. According to data from the Imperial College London, the risk of COVID-19 related death is more than four times as high for people of black ethnicity than for those of white ethnicity. BME individuals are also more likely to live in areas badly affected by COVID-19 infection.



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British businesses are in crisis and under threat due to the economic shutdown that resulted directly from the COVID-19 pandemic, leaving people not only economically vulnerable but also emotionally and psychologically brittle with no robust or constructive outlets or reliable sounding boards to negotiate these difficult and lonely times we live in.

Confronting sudden joblessness, redundancy and ill health can trigger anxiety, stress and/or depressive symptoms. Many young and mid-career professionals feel incredibly alone and unsupported with little resources to seek professional therapy. Even though therapy and mental illness has become less stigmatised in the community over the years, there still remains specific barriers that stand in the way to BME individuals accessing the help they need, from economic to gender to cultural norms in this national crisis.

The reality remains that there are patients who have recovered from COVID-19 and been discharged from hospital and have no one within reach to motivate them to return to their old lives. Isolation, paired with the trigger of watching or reading about racial abuse in the news and on our social media can be very upsetting and lead to frustration and anger. It is known that black men in particular are putting themselves in dangerous and risky situations. In these times as a lot of young men are murdered by other young black men (particularly in gang related murders in London) and this is something that as black people we must look at deeply and reach out to help these young men before it is too late.

Secondary Mental Health Services have also seen an increase in the BME community being seen by mental health professionals following detention by the police.

It is known that people within the BME community are still culturally expected to display strength regardless of their circumstances and tend to push away the need to seek help until they have already superceded their breaking point, ending up in the extreme end of the mental health system.

While many companies in the UK are feeling the pressure to become more vocal about the work they plan to do to tackle the ongoing issue of systemic racism, simply instituting a dedicated “diversity and inclusion” programme at a business does not erase the damaging structural institutional racism or infrastructures that has framed so many businesses and institutions in the UK and globally. One fears that these companies, albeit holding good intentions, simply become a band aid to a larger gaping wound.



Throughout the world the BME community is demanding a better more considered response that is paired and connected to real tangible transformation as many feel unable to channel their emotions in a direction that would bring about positive change, inclusion, equal rights and opportunities.

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BLACK LIVES MENTORED – WHO WE ARE



Black Lives Mentored is a registered charity with a social intent to improve the mental health of individuals in the Black Minority Ethnic (BME) community in the UK and globally. The goal is to work against the negative effects of long COVID-19 by inviting people into meaningful, honest and reflective conversations or “learning circles”.

Built on a foundation of Christian principles, Black Lives Mentored offers a holistic mentoring service that is grounded in some 50 years of combined experience of the founding directors in the arena of mental health. It is the aim of the organisation that clients emerge from their mentoring sessions as more whole and well-adjusted human beings. The wholesome environment offered at Black Lives Mentored provides vulnerable individuals with the critical space to think and reflect on often very difficult pasts or present ongoing challenges. Through this mentoring experience clients are encouraged to develop a true sense of purpose and perspective in their lives. It is hoped that following their sessions, individuals emerge positive, responsible and responsive contributors to society. The stories of hope that are being written everyday are nothing short of compelling.

OUR HISTORY

Leveraging a network of high calibre psychiatrists, psychologists and influential mentors from various sectors of civic society, Black Lives Mentored attempts to develop a robust and wholesome ecosystem of available coaches for individuals within the BME community, committed to providing first class support and mentorship.

At its core, the organisation expresses the positive spirit of the BME community - people who want to be part of the solution or advocate that indeed Black Lives Matter and refuse to be immobilised into inactivity through overwhelming challenges and problems.

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OUR OBJECTIVES

- To prioritise the development and growth of vulnerable individuals within the BME community adversely affected by COVID-19
- To raise the value of mental health and well-being in the BME community where people feel comfortable speaking about mental health and seeking help when needed
- To offer culturally sensitive mental health services to the BME community that promotes social mobility, inclusion and prosperity
- To nurture a virtuous BME community that offers regular inspiration and encouragement
- To support the BME community to control and own their own narrative
- To address some of the barriers affecting individuals in the BME community to access mentoring
- To empower low income, BME community achieve their full potential





OUR RESEARCH

The team at Black Lives Mentored conducted desktop research via social media with regards to BME employees who requested emotional support after working with people with the coronavirus. The outcome was that BME employees were often directed to their occupational health department and from there were told that if they needed further support, a referral would go in for CBT counselling which could take up to 1 year to start and then this service would only provide two sessions. It was highly likely this service would not be provided by individuals they could relate to with regards to culture

and ethnicity. Such findings are disappointing to say the least and the need to offer BME individuals better access to quality culturally sensitive mental healthcare is critical more now than any time in our history.

Our mentoring service is unique in that clients' mental health issues are monitored while receiving a supportive role model whom clients can identify with. Our research has revealed that BME clients respond better to professional mentors who share similar culture and ethnicity as this supports open communication and engagement.

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OUR APPROACH

Black Lives Mentored believes that the shared experiences unique to the BME community can be an amazing asset in building confidence and resilience and restoring the mental health and well-being of the community. Communicating to BME groups in a way they can understand by people who look like them and they can relate to, is key to bringing about positive change. Finding a suitable mentor can often be a challenging process, that leaves many unsure where to begin. Determining who is well suited to address one's particular challenge can be tricky. The team at Black Lives Mentored offers individuals in the BME community access to a curated one to one mentorship programme with experienced mentors. Prospective clients have access to a directory to assist them in their search for a mentor based on various specifications and credentials.

Black Lives Mentored enables clients from the BME community to receive emotional and psychological support by talking to a professional mentor about their experiences resulting from COVID - 19 in order to reduce mental health trauma. Before clients are matched to the appropriate professional mentor a thorough assessment of their needs is carried out.





Once the matching process is complete, the client is offered a mentoring package which would consist of six weekly one-hour mentoring session. These sessions are aimed at providing opportunities for the client to discuss how COVID - 19 has affected their lives and build up their self-esteem and self-confidence, empowering and supporting them to identify possible solutions to regain control over their own health and wellbeing.

Each mentor will work with a mentee to create a targeted action plan to reach their goals. Mentors not only monitor the mental health of individuals; they also share life experiences of how they have gained success in their lives. After each session mentors document their findings for review. To keep our mentors up to date with current legislation, policies and procedures, ongoing training is provided focused around 'black issues' in mainstream psychotherapy and counselling in affiliation with leading universities such as the University of Derby. Black Lives Mentored acknowledges data protection legislation and client confidentiality when mentoring individuals.

OUR RESPONSE TO COVID-19

It is the intention of Black Lives Mentored to mentor vulnerable individuals directly affected by COVID-19 by offering them online resources that help to bolster and support their mental wellbeing as well as various social support services for those who have experienced stigma or discrimination.

Our service in response to COVID -19 pandemic consists of:

- Mentoring BME individuals recovering from the effects of COVID -19 to reconnect them back to their old lives and activities
- Supporting BME individuals to return to work or motivate them to seek out new employment opportunities
- Engaging young people with ideas and services, supporting them to make positive choices
- Providing culturally sensitive resources and advice aimed at the BME community to reduce the spread of the virus, promote social distancing, hand washing and the wearing of masks when accessing certain public places



OUR PROPOSED REACH

The project is poised to start in Derby City, Derbyshire, Essex and some parts of London. Carefully selected mentors operate remotely which enables them to provide a service anywhere in the English-speaking world via modern-day technology such as Teams and Zoom where conversations can be recorded for security and accountability.

As the programme grows and matures there is scope to scale and replicate and expand its successes across the United Kingdom and move globally, across the English-speaking world.

Our clients are referred to us from private homes, people referral units, schools, community services, hospitals, prisons and more recently industries facing collapse as a direct result from the effects of COVID-19.

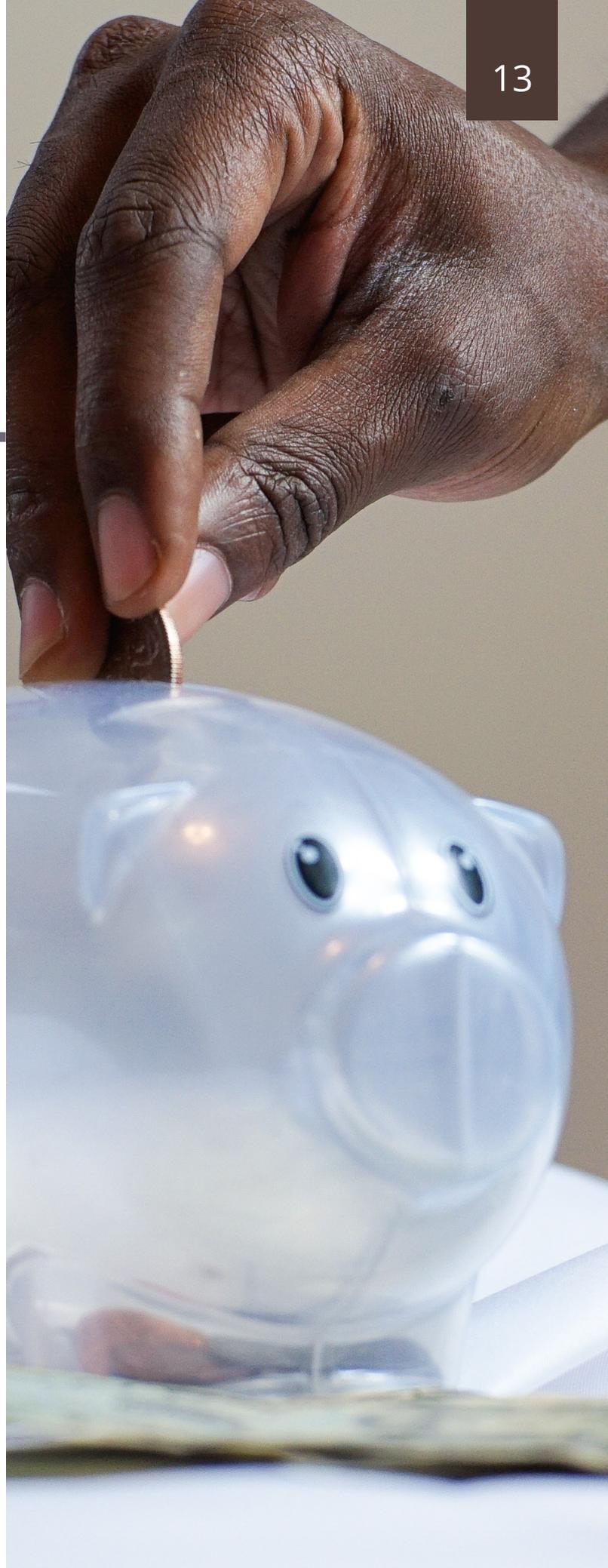


NO COST TO THE GENERAL PUBLIC

At Black Lives Mentored long term self-sustainability is important, a value that our mentors encourage in their mentees early on in their journey with the organisation. It is important for us that any profits generated go back into the BME community.

The organisation is a fully registered charity. Our mentors serve as volunteers providing one on one mentoring sessions that help clients positively navigate the choppy and very uncertain waters of a global pandemic and recession. Mentors are reimbursed expenses they incur when carrying out their professional mentoring service to clients.

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MEASURING SOCIAL IMPACT

At Black Lives Mentored success is measured by a mentee improving in many different ways including improvement in mental health, self-confidence, self-esteem and coping well with life under COVID - 19.

Engaging in the community.

Promotion at work.

Managing the home and supporting their families.

for young people, it's about keeping them out of trouble and supporting them to progress in their studies.

In addition, our performance is measured by feedback forms given to clients before halfway through and after sessions. We also measure our service by reviews on Facebook, Google and other social media networks.

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OUR STRATEGIC PARTNERS

- UK Council for Psychotherapy
- Derby Community Action UK.
- UK Black Chamber of Commerce



OUR TEAM

A robust team of highly experienced, impassioned and selfless social workers forms the engine that provides leadership and direction to this dynamic family business. The team starts off by listening closely to the clients they serve, taking time to understand each client's unique story, special cultural context, dreams and desires. By drawing on an ever-growing discipline of social work, it is hoped that what is offered at Black Lives Mentored is a rich learning experience for both the mentors and their clients. The team is also supported by an advisory board to encourage accountability and good governance.



EARL DOUSE

Principal Mentor and Charity Co-Founder

“I come as one but I stand as ten thousand” - Maya Angelou

Earl holds a Diploma in Social Work, Bachelor of Applied Social Work with honours Degree, Bachelor of Philosophy Degree as well as a Master of Arts postgraduate (MAPGC) in Specialist Mental Health with Adults Degree. He is an approved Mental Health Professional and in his third year in the Doctorate in Health and Social Care (Postgraduate) degree programme. He also serves as a specialist Mentor in Mental Health and Autism at the University of Derby where he lectures on the Health and Social Care programme. A passionate ordained pastor, a husband of 35 years, a father, grandfather and committed academic, as a black man all these distinct and interconnected roles allow Earl to speak to vulnerable members of the BAME community from an insightful position.

**SHARON DOUSE**

Charity Co-Founder and Coordinator

Sharon boasts a long history of working in mental health services within the NHS for over 37 years, during which time she has provided face to face and remote healthcare services to vulnerable adults. A strong communicator, Sharon has a degree in science - A Assistant Practitioner. She has used her vast knowledge and experience to solve challenging social and domestic issues. Sharon is also a proud mother and a grandmother.

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**WHITNEY DOUSE**

Specialist Mentor - Children's worker

Whitney is an experienced Social Worker holding a Bachelor of Science Degree in applied Social Work. Whitney has excellent communication skills with a unique ability to engage with the most challenging of young people to whom she is also seen as a role model.

The Executive Board comprises :

Ade Kinoshi, Earl Douse, Eythan Bell, Keisha Brown, Michael Allen, Dr Richard Oliphant, Sharon Douse, Shaun Tulloch, Sonia Friouzi, Tambudzai Ndlovu and Whitney Douse.

GET INVOLVED

Join our mentoring movement around the world

To make a referral for mentoring or to apply to become a mentor don't hesitate to reach out with the contact information below:

Tel: +44(07837)215194

Email : Blacklivesmentored@gmail.com

www.blacklivesmentored.org

blacklivesmentored on Instagram



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