



# Individuality is welcome here

PATRICE GORDON

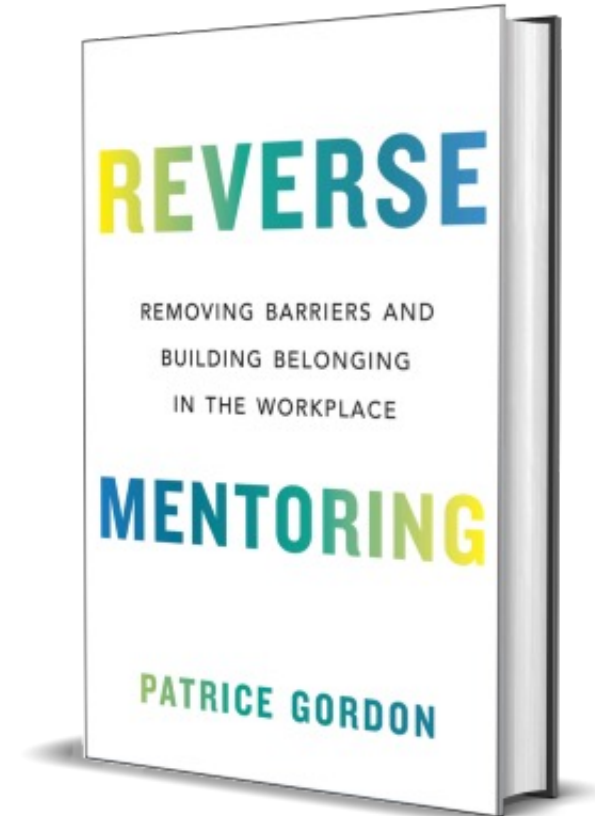
# Who is Patrice?



Sweaty Betty



# Who is Patrice?



# What is Reverse Mentoring?

*“The concept of matching senior leaders with mentors who can provide a different perspective on the world, perhaps through age, ethnicity, race, sexuality or disability.*

*A tool to help amplify under-represented voices”*

Patrice Gordon

# Factors to consider

1. Ensure that a **Diversity, Equity, Inclusion & Belonging plan** is in place
2. A culture of **Psychological Safety**
3. Ensure the **Growth Mindset**
4. **Independent Matching**
5. Beware of **Role Reversion**
6. Give **Credit** where it is due
7. Realise the **Gap**
8. Provide **Wellbeing** support
9. Continue to invest in **DEIB** training
10. Beware of the limitations of using **individual lived experience**



# How can Reverse Mentoring support an organisations DEIB commitments



- Increases the level of **understanding and empathy** that leaders have
- Increases the overall **EQ of decision makers**
- **Reduces the understanding gap** between leadership and other stakeholders
- Enlightens leaders to **understand the depth of challenges** within the organisation
- Increases the level of **engagement** within organisations by demonstrating the **commitment to listen and then act**

# Individuality is welcome here



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**ROB BRAY**

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**DAMINI ONIFADE**

VIRGIN ATLANTIC

# Accessibility Travel Desk @ Google

We believe in an amazing travel experience for **everyone** and so we have launched the **Accessibility Travel Desk**. This service is designed for Googlers who may require an extra layer of assistance pre, during or post their business trip. I will take you through a trip lifecycle - In this particular use case the Googler has a **mobility impairment**.

