

#OTalk Transcript

Healthcare social media transcript of the [#OTalk](#) hashtag.

Tue, June 21st 2022, 7:00PM – Thu, June 23rd 2022, 9:15AM (Europe/London).

See [#OTalk Influencers/Analytics](#).



#OTalk @OTalk_

Who's joining us for [#OTalk](#) with [@anita_atwal](#) tonight? 🤗



#OTalk @OTalk_

A quick reminder of the [#OTalk](#) rules: - Be kind to other participants - Respect confidentiality and be careful in sharing information - Keep HCPC guidelines and employers' social media policies in mind - Don't forget the hashtag! <https://t.co/TZMDCOhVLz>



Dr Anita Atwal @anita_atwal

RT [@OTalk_](#): Who's joining us for [#OTalk](#) with [@anita_atwal](#) tonight? 🤗



Dr Anita Atwal @anita_atwal

RT [@OTalk_](#): A quick reminder of the [#OTalk](#) rules: - Be kind to other participants - Respect confidentiality and be careful in sharing information - Keep HCPC and your employers' social media policies in mind - Don't forget the hashtag! <https://t.co/TZMDCOhVLz>



#OTalk @OTalk_

If you haven't joined a chat before, we have a guide over on the [#OTalk](#) website: <https://t.co/c1GURhjnhS>



Dr Anita Atwal @anita_atwal

RT [@OTalk_](#): If you haven't joined a chat before, we have a guide over on the [#OTalk](#) website: <https://t.co/c1GURhjnhS>



#OTalk @OTalk_

Question 1! [#OTalk](#)



Ed Sum Occupational Therapist 🇬🇧🇮🇪 @musedNeuroOT

[@OTalk_](#) [@anita_atwal](#) Hey up! Multitasking but will try to participate [#OTalk](#)



Dr Anita Atwal @anita_atwal

RT [@musedNeuroOT](#): [@OTalk_](#) [@anita_atwal](#) Hey up! Multitasking but will try to participate [#OTalk](#)



#OTalk @OTalk_

[@anita_atwal](#) (don't forget the hashtag is [#OTalk](#) - you've just tagged us which won't show up in the hashtag feed 🤗)



Sherlyn 🌟 (she/her) @sherlynmelody

I'm here 🙋 intrigued to hear more about [#Mentoring](#) also multitasking 🤗 [#OTalk](#)



Dr Anita Atwal @anita_atwal

I been told off already [#OTalk](#)



Dr Anita Atwal @anita_atwal

RT [@OTalk_](#): Question 1! [#OTalk](#)



Dr Anita Atwal @anita_atwal

[#OTalk](#) Is mentoring a privilege?



#OTalk @OTalk_

RT [@anita_atwal](#): [#OTalk](#) Is mentoring a privilege?



catherine sculthorpe @catherinescult1
@anita_atwal Do you mean mentoring in addition to supervision ? #otalk



Ed Sum Occupational Therapist 🇧🇪🇩🇪🇬🇪🇸 @musedNeuroOT
@OTalk_ I don't recall having a mentor... There were offers of receiving funding to get one but no one made it clear to me the benefits or risks of having one



Dr Anita Atwal @anita_atwal
NO mentoring is different from supervision. often confused. Supervision is to achieve work goals and or to do your job. Mentoring is about you #otalk



Dr Anita Atwal @anita_atwal
RT @anita_atwal: NO mentoring is different from supervision. often confused. Supervision is to achieve work goals and or to do your job. Mentoring is about



Sherlyn 🌟 (she/her) @sherlynmelody
@catherinescult1 @anita_atwal #otalk good question!



Ed Sum Occupational Therapist 🇧🇪🇩🇪🇬🇪🸠 @musedNeuroOT
@OTalk_ Oh - it was only when I was in a management position #OTalk



#OTalk @OTalk_
RT @musedNeuroOT: @OTalk_ I don't recall having a mentor... There were offers of receiving funding to get one but no one made it clear to me the benefits having one #OTalk



Dr Anita Atwal @anita_atwal
@OTalk_ The same I have never been offered one. Even when career stalled. The question is why not?



Sherlyn 🌟 (she/her) @sherlynmelody
@anita_atwal #otalk I don't believe it's a privilege, in some cases maybe a necessity.



#OTalk @OTalk_
RT @sherlynmelody: @anita_atwal #otalk I don't believe it's a privilege, in some cases maybe a necessity.



Dr Anita Atwal @anita_atwal
My guess is - should it be available to all without justification? #otalk



Professor Elizabeth McKay @OTProfBeth131
#OTalk I had mentor external to my work in a previous post.



#OTalk @OTalk_
RT @OTProfBeth131: #OTalk I had mentor external to my work in a previous post.



Sherlyn 🌟 (she/her) @sherlynmelody
@anita_atwal #otalk if mentoring is about 'you' I think it is a privilege then.



Dr Anita Atwal @anita_atwal
I suppose it usually seen as means to achieve your goals- particularly in relation to career advancement. In my experience it can be offered to help you make decisions #otalk



Sherlyn 🌟 (she/her) @sherlynmelody
@anita_atwal #otalk I think it should be made available maybe to help with self development, improving OT skills, career progression.



#OTalk @OTalk_
RT @anita_atwal: I suppose it usually seen as means to achieve your goals- particularly in relation to career advancement. In my experience it can be offered to help you make tough decisions #otalk



#OTalk @OTalk_
RT @sherlynmelody: @anita_atwal #otalk I think it should be made available maybe to help with self development, improving OT skills, career progression.

**catherine sculthorpe** @catherinescult1

@anita_atwal It is not something that I have any had offered to me - however have had great professional supervision that has focused on me too - but mayl that #otalk

**Dr Anita Atwal** @anita_atwal

Yes these element are important part#otalk

**#OTalk** @OTalk_

RT @catherinescult1: @anita_atwal It is not something that I have any had offered to me - however have had great professional supervision that has focuse but maybe not just that #otalk

**Professor Elizabeth McKay** @OTProfBeth131

Did you think about why it might be useful #OTalk

**Dr Anita Atwal** @anita_atwal

#OTalk- question 2 Is mentoring key to career progression and or? <https://t.co/VnfwYy2f92>

**Sherlyn** 🌟(she/her) @sherlynmelody

RT @musedNeuroOT: @OTalk_ I don't recall having a mentor... There were offers of receiving funding to get one but no one made it clear to me the benefits having one #OTalk

**Professor Elizabeth McKay** @OTProfBeth131

#OTalk did this help with your professional goals

**Chrisi Ward Pronouns She/Her** @WardChrisi884

@OTalk_ #OTalk we have to have a mentor as apprentices I think it's hard though as just having a mentor isn't enough it has to be the right person at the rig

**Sherlyn** 🌟(she/her) @sherlynmelody

@musedNeuroOT @OTalk_ #otalk, a bit late to have found out. Imagine the difference earlier mentoring could have had or not had! 🙄

**Dr Anita Atwal** @anita_atwal

The reason I ask is could it help us all advance to the next level? Would it help you do you think? #OTalk

**#OTalk** @OTalk_

RT @anita_atwal: #OTalk- question 2 Is mentoring key to career progression and or? <https://t.co/VnfwYy2f92>

**#OTalk** @OTalk_

RT @WardChrisi884: @OTalk_ #OTalk we have to have a mentor as apprentices I think it's hard though as just having a mentor isn't enough it has to be the at the right time.

**Dr Anita Atwal** @anita_atwal

Thats really interesting @musedNeuroOT #OTalk

**Sherlyn** 🌟(she/her) @sherlynmelody

@WardChrisi884 @OTalk_ #otalk what else would you like in addition to your mentoring?

**catherine sculthorpe** @catherinescult1

@OTProfBeth131 Yes - it really did . I had professional supervision which was separate to managerial and clinical supervision and there was definately spac career goals and development #otalk

**Professor Elizabeth McKay** @OTProfBeth131

Chrisi can you say more about right person right time #OTalk

**#OTalk** @OTalk_

RT @catherinescult1: @OTProfBeth131 Yes - it really did . I had professional supervision which was separate to managerial and clinical supervision and the definately space to discuss career goals and development #otalk

**Ed Sum Occupational Therapist** 🇧🇪🇬🇧 @musedNeuroOT

@OTProfBeth131 Mentoring was not a concept that had been explained to me and so I perceived it to be an 'expert' directing me what to do - I had already had experience of managers in the NHS #OTalk

**Dr Anita Atwal** @anita_atwal

#OTalk. There is so little evidence in relation as to whether mentoring works. So does it do what it says on the tin?

**Dr Anita Atwal** @anita_atwal

RT @musedNeuroOT: @OTProfBeth131 Mentoring was not a concept that had been explained to me and so I perceived it to be an 'expert' directing me what to do - I had already had mixed experience of managers in the NHS #OTalk

**#OTalk** @OTalk

RT @musedNeuroOT: @OTProfBeth131 Mentoring was not a concept that had been explained to me and so I perceived it to be an 'expert' directing me what to do - I had already had mixed experience of managers in the NHS #OTalk

**Dr Anita Atwal** @anita_atwal

#OTalk. This is a big issue in mentoring but rarely thought about in relation to culture and gender. Did you have a say in the process? Where you happy with matching? <https://t.co/36l6jh1ibs>

**#OTalk** @OTalk

Key question for tonight - does it work, and how? 🤔 #OTalk

**SueH.(ret'd-ish)** 🇬🇧🇬🇧 @Sue_T2O

@WardChrisi884 @OTalk #OTalk I'm curious to know how we can incentivise therapists in clinical practice to have students AND #mentor colleagues? Should we require it?

**Ed Sum Occupational Therapist** 🇧🇪🇬🇧 @musedNeuroOT

@anita_atwal But then more recently as a senior clinician I asked if I could access a mentor and it was agreed in principle but I never pursued it #OTalk

**#OTalk** @OTalk

RT @anita_atwal: #OTalk. This is a big issue in mentoring but rarely thought about in relation to culture and gender. Did you have a say in the process? Where you happy with matching? <https://t.co/36l6jh1ibs>

**Sherlyn** 🌟 (she/her) @sherlynmelody

@anita_atwal #otalk I guess the mentee would have had some kind of expectation and the purpose of mentoring is clear.

**#OTalk** @OTalk

RT @Sue_T2O: @WardChrisi884 @OTalk #OTalk I'm curious to know how we can incentivise therapists in clinical practice to have students AND #mentor colleagues? Should HCPC require it?

**Dr Anita Atwal** @anita_atwal

#OTalk. Most mentoring studies come from the US that explore culture and race and from the US

**Dr Anita Atwal** @anita_atwal

RT @sherlynmelody: @anita_atwal #otalk I guess the mentee would have had some kind of expectation and the purpose of mentoring is clear.

**Leah Berry** @Leah_b_bkOT

In majority of my roles ive had to actively seek Mentorship, was not something offered or communicated widely, in my current trust Mentorship is spoken about encouraged and facilitated in different ways which has been refreshing. Trust wide however not uniprofessional #otalk

**#OTalk** @OTalk

RT @Leah_b_bkOT: In majority of my roles ive had to actively seek Mentorship, was not something offered or communicated widely, in my current trust Mentorship is spoken about encouraged and facilitated in different ways which has been refreshing. Trust wide however not uniprofessional #otalk

**Dr Anita Atwal** @anita_atwal

#OTalk that is such a good question? Thoughts?

**Susan Griffiths** @SusanGriffiths5

@OTalk Yes but only for when I studied sensory integration. I also provide mentoring for OTs undergoing SI studies. #OTalk

**Professor Elizabeth McKay** @OTProfBeth131

#OTalk think gender and culture are useful to consider for both the mentee and the mentor to ensure that power relationships are minimised

**#OTalk** @OTalk

#OTalk



Sherlyn 🌟 (she/her) @sherlynmelody

RT @OTProfBeth131: #OTalk think gender and culture are useful to consider for both the mentee and the mentor to ensure that power relationships are mini



#OTalk @OTalk

RT @OTProfBeth131: #OTalk think gender and culture are useful to consider for both the mentee and the mentor to ensure that power relationships are mini



Leah Berry @Leah_b_blkOT

@anita_atwal Previous trusts as I say I directly approached people, this trust there is matching done for you but a taster session to see how it feels #OTalk



Dr Anita Atwal @anita_atwal

#OTalk is that because you knew what you wanted from mentorship?



#OTalk @OTalk

RT @Leah_b_blkOT: @anita_atwal Previous trusts as I say I directly approached people, this trust there is matching done for you but a taster session to see #OTalk



Professor Elizabeth McKay @OTProfBeth131

Leah has that worked better been integrated as part of trust? #OTalk



SueH.(ret'd-ish) 🇬🇧 🇺🇰 @Sue_T2O

@anita_atwal #OTalk It's easy to say "I don't have time", but by not investing in our professional future, we create a lack of clinicians.



Leah Berry @Leah_b_blkOT

@anita_atwal #OTalk I don't need incentives personally I see it as an honor to mentor others. I value what others invested in me and I'm willing to keep the cycle going



#OTalk @OTalk

RT @Sue_T2O: @anita_atwal #OTalk It's easy to say "I don't have time", but by not investing in our professional future, we create a lack of clinicians.



Dr Anita Atwal @anita_atwal

Yes I think mentorship is critical. But why is not offered and we have to source it? #OTalk



#OTalk @OTalk

RT @Leah_b_blkOT: @anita_atwal #OTalk I don't need incentives personally I see it as an honor to mentor others. I value what others invested in me and I'll keep the cycle going



Professor Elizabeth McKay @OTProfBeth131

Sounds positive way to see if for each a good fit #OTalk



Dr Anita Atwal @anita_atwal

But does it achieve what it is supposed to achieve? #OTalk



Sherlyn 🌟 (she/her) @sherlynmelody

RT @Leah_b_blkOT: @anita_atwal #OTalk I don't need incentives personally I see it as an honor to mentor others. I value what others invested in me and I'll keep the cycle going



Leah Berry @Leah_b_blkOT

@anita_atwal funnily enough, my culture & faith encourage the idea of accountability & having accountability partners which is like a spiritual Mentorship role applied the same in the work space acknowledging the need to learn from someone with diff/more experiences to me #OTalk



SueH.(ret'd-ish) 🇬🇧 🇺🇰 @Sue_T2O

@Leah_b_blkOT @anita_atwal Agreed, but services can also make it difficult for clinicians to have students/be mentors. I had a period where it wasn't in our sphere. I was involved in education, but in a more global way #OTalk



Dr Anita Atwal @anita_atwal

So the question is in relation to outcomes- if you have a mentor does that give you an unfair advantage over those who do not? #OTalk



Vimal Sriram 🇮🇳 @vimalsrir

@anita_atwal #OTalk do people have the right skills to mentor & is willingness alone enough?



#OTalk @OTalk

RT @Leah_b_blkOT: @anita_atwal funnily enough, my culture & faith encourage the idea of accountability & having accountability partners which is like a spiritual Mentorship role, so I always applied the same in the work space acknowledging the need to learn from someone with diff/more experiences to me #OTalk

Sherlyn 🌟 (she/her) @sherlynmelody



@anita_atwal #otalk I guess it's dependent on the organisation and what it thinks is critical' to its OT's Sometimes it's a reaction to a problem rather than par induction?!



#OTalk @OTalk_

RT **@vimalsrir:** **@anita_atwal #OTalk** do people have the right skills to mentor & is willingness alone enough?



#OTalk @OTalk_

RT **@anita_atwal:** So the question is in relation to outcomes- if you have a mentor does that give you an unfair advantage over those who do not? **#OTalk**



Dr Anita Atwal @anita_atwal

Here the question I have been wanting to ask **#OTalk** in the mentoring relationship <https://t.co/kAhw1pMseL>



SueH.(ret'd-ish) @Sue_T2O

@OTalk_ Do we need to engage with **@ElizabethCasso1** in rolling out **#Mentorship** training as part of B6 role development? **#OTalk**



Vimal Sriram @vimalsrir

#OTalk I think so. Those who mentor & mentees are in a privileged position & get enhanced support, networking opportunities, help to think differently & abili progress in career.



Dr Anita Atwal @anita_atwal

RT **@Leah_b_blkOT:** **@anita_atwal** funnily enough, my culture & faith encourage the idea of accountability & having accountability partners which is like a s Mentorship role,so I always applied the same in the work space acknowledging the need to learn from someone with diff/more experiences to me **#oTalk**



Dr Anita Atwal @anita_atwal

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#OTalk @OTalk_

RT **@anita_atwal:** Here the question I have been wanting to ask **#OTalk** in the mentoring relationship <https://t.co/kAhw1pMseL>



Sherlyn (she/her) @sherlynmelody

@anita_atwal #otalk I think paying it forward is a good place to be. I had great practice placement educators so I share the same view as **@Leah_b_blkOT** v to keep the cycle going. So I guess if a mentee feels they have the skills to help others & want to use it then - achieved 🍌



#OTalk @OTalk_

RT **@Sue_T2O:** **@OTalk_** Do we need to engage with **@ElizabethCasso1** in rolling out **#Mentorship** training as part of B6 role development? **#OTalk**



Ros French @RosFrench1

@OTalk #OTalk I've never had a mentor, but I have unofficially mentored others who were undertaking their OT training - they approached me to ask. I don't understood once registered but very valuable



#OTalk @OTalk_

RT **@vimalsrir:** **#OTalk** I think so. Those who mentor & mentees are in a privileged position & get enhanced support, networking opportunities, help to think d ability to progress in career.



#OTalk @OTalk_

RT **@sherlynmelody:** **@anita_atwal #otalk** I think paying it forward is a good place to be. I had great practice placement educators so I share the same view **@Leah_b_blkOT** when it comes to keep the cycle going. So I guess if a mentee feels they have the skills to help others & want to use it then - achieved 🍌



#OTalk @OTalk_

RT **@RosFrench1:** **@OTalk #OTalk** I've never had a mentor, but I have unofficially mentored others who were undertaking their OT training - they approach I don't think it's understood once registered but very valuable



Leah Berry @Leah_b_blkOT

@anita_atwal Depends what the goals are. I needed Mentorship to support me navigate certain situations or spaces, for a set period of time. For me, yes it c worked. I defined have more exposure and experience from it. I have more skills in my toolbox that took others to learn **#OTalk**



Dr Anita Atwal @anita_atwal

Is it the elephant in the room in cross race mentoring relationships? Is racism and culture and even class thought about? **#OTalk**



Becky Keating @BeckyKeating2

@OTalk_ I've not had formal mentoring but have regularly requested to access in recent years. I perceive that it is a lottery that depends on awareness of w useful, support to access (resources/introduction/ scheme) if in an organisation, culture & value attributed **#OTalk**



Dr Anita Atwal @anita_atwal

How did you know the relationship would work **@RosFrench1 #OTalk**

Sherlyn (she/her) @sherlynmelody



@Sue_T20 @OTalk_ @ElizabethCasso1 #otalk and in social care 🍷



Dr Anita Atwal @anita_atwal

RT @Leah_b_blkOT: @anita_atwal Depends what the goals are. I needed Mentorship to support me navigate certain situations or spaces, for a set period of me, yes it definitely worked. I defined have more exposure and experience from it. I have more skills in my toolbox that took others to learn #OTalk



Ed Sum Occupational Therapist 🇧🇪🇬🇧 @musedNeuroOT

@anita_atwal Yes #OTalk



#OTalk @OTalk_

RT @Leah_b_blkOT: @anita_atwal Depends what the goals are. I needed Mentorship to support me navigate certain situations or spaces, for a set period of me, yes it definitely worked. I defined have more exposure and experience from it. I have more skills in my toolbox that took others to learn #OTalk



#OTalk @OTalk_

RT @anita_atwal: Is it the elephant in the room in cross race mentoring relationships? Is racism and culture and even class thought about? #OTalk



#OTalk @OTalk_

RT @BeckyKeating2: @OTalk_ I've not had formal mentoring but have regularly requested to access in recent years. I perceive that it is a lottery that depends on awareness of when/how it is useful, support to access (resources/introduction/ scheme) if in an organisation, culture & value attributed #OTalk



SueH.(ret'd-ish) 🇬🇧 @Sue_T20

@anita_atwal @OTalk_ #OTalk unfair advantage? There are lots of variables in career progression. Where you live/work can be a major factor. Being a oare can impinge on progression.



Sherlyn 🌟 (she/her) @sherlynmelody

RT @Leah_b_blkOT: @anita_atwal Depends what the goals are. I needed Mentorship to support me navigate certain situations or spaces, for a set period of me, yes it definitely worked. I defined have more exposure and experience from it. I have more skills in my toolbox that took others to learn #OTalk



Vimal Sriram 🇮🇳 @vimalsrir

#OTalk I think it is important for role modelling, ability to understand cultural nuances in professional practice & personal aspirations



Leah Berry @Leah_b_blkOT

@anita_atwal Yes, previous mentors I had were black, current is white and we often speak of how we have different experiences of the world and work environment. I think this may be rare though and again the mentor programme I'm in had a lot of training prior for both mentor and mentee #OTalk



Sherlyn 🌟 (she/her) @sherlynmelody

RT @RosFrench1: @OTalk_ #OTalk I've never had a mentor, but I have unofficially mentored others who were undertaking their OT training - they approach me. I don't think it's understood once registered but very valuable



Dr Anita Atwal @anita_atwal

If mentoring is dependent on relationships being formed- are we saying it does not matter if you are from different backgrounds. You can still make the mentoring relationship work? #OTalk



#OTalk @OTalk_

RT @vimalsrir: #OTalk I think it is important for role modelling, ability to understand cultural nuances in professional practice & personal aspirations



#OTalk @OTalk_

RT @anita_atwal: If mentoring is dependent on relationships being formed- are we saying it does not matter if you are from different backgrounds. You can still make the mentoring relationship work? #OTalk



Dr Anita Atwal @anita_atwal

Is this why the relationship works @Leah_b_blkOT #OTalk. There is evidence that unless you both agree the strategy cross race relationships cannot work



Vimal Sriram 🇮🇳 @vimalsrir

#OTalk good question but my anxiety is that if mentoring is mandated, will it turn into another tickbox exercise like so many other things?



Chantelle Martin 🟢 @chaniedavies

@OTalk_ #OTalk been lucky to have had offers from respected colleagues and friends...but the trick is to take up that offer when needed. So probably not expected to be paid back to others when seen a sign they may need it too. Also found coaching useful in the toolkit of developing me x



Leah Berry @Leah_b_blkOT

@anita_atwal #OTalk it does matter, if we are of different backgrounds are we willing to name it and address what that means or how that feels in the space. I think I'd find it toxic



#OTalk @OTalk_

RT @vimalsrir: #OTalk good question but my anxiety is that if mentoring is mandated, will it turn into another tickbox exercise like so many other things?



#OTalk @OTalk

RT @Leah_b_blkOT: @anita_atwal #OTalk it does matter, if we are of different backgrounds are we willing to name it and address what that means or how th the space. Otherwise i think I'd find it toxic



SueH.(ret'd-ish) 🇬🇧 🇫🇷 @Sue_T2O

@RosFrench1 @OTalk #OTalk yes, I've been asked & have also mentored colleagues who (perhaps) are returning after parental leave; might be struggling skills; moving up to a higher grade; etc



Ros French @RosFrench1

@anita_atwal #OTalk I was asked to mentor by the person, we had a discussion about what they wanted to achieve and my role and had an open discussion it was working for both of us. Two way learning and developing and it worked, very similar culture and same gender



Professor Elizabeth McKay @OTProfBeth131

Some of early discussions in mentoring relationships are about exploring these areas building understanding of each other #OTalk



Dr Anita Atwal @anita_atwal

That is such good advise- i wonder how many BME OTs have been able to manage differences in mentoring process? Did it influence your experience #OTa



Sherlyn 🌟 (she/her) @sherlynmelody

RT @Sue_T2O: @RosFrench1 @OTalk #OTalk yes, I've been asked & have also mentored colleagues who (perhaps) are returning after parental leave; m struggling with key skills; moving up to a higher grade; etc



#OTalk @OTalk

RT @RosFrench1: @anita_atwal #OTalk I was asked to mentor by the person, we had a discussion about what they wanted to achieve and my role and had discussion to whether it was working for both of us. Two way learning and developing and it worked, very similar culture and same gender



Sherlyn 🌟 (she/her) @sherlynmelody

RT @RosFrench1: @anita_atwal #OTalk I was asked to mentor by the person, we had a discussion about what they wanted to achieve and my role and had discussion to whether it was working for both of us. Two way learning and developing and it worked, very similar culture and same gender



#OTalk @OTalk

RT @OTProfBeth131: Some of early discussions in mentoring relationships are about exploring these areas building understanding of each other #OTalk



#OTalk @OTalk

RT @anita_atwal: That is such good advise- i wonder how many BME OTs have been able to manage differences in mentoring process? Did it influence you #OTalk



SueH.(ret'd-ish) 🇬🇧 🇫🇷 @Sue_T2O

@anita_atwal @OTalk Agreed, none of us comes from the same set of criteria. #OTalk



Dr Anita Atwal @anita_atwal

so the question is in relation to closing mentor - same race works if you both acknowledge differences #OTalk



Ros French @RosFrench1

@anita_atwal @OTalk #OTalk it is about relationship and respect and validation. An awareness and understanding of background is equally important to bu rapport



Vimal Sriram 🇮🇳 @vimalsrir

#OTalk which also means you can have a mentor who is not #OT but can help you achieve personal (&related) professional ambitions



#OTalk @OTalk

RT @RosFrench1: @anita_atwal @OTalk #OTalk it is about relationship and respect and validation. An awareness and understanding of background is eq important to building a rapport



#OTalk @OTalk

RT @vimalsrir: #OTalk which also means you can have a mentor who is not #OT but can help you achieve personal (&related) professional ambitions



Leah Berry @Leah_b_blkOT

@anita_atwal It very much did. The initiative had 100% positive feedback for cohort 1 of the mentoring scheme led by @RuthsarahWall like I say tho it wasn for OTs but I'm some ways I've learnt so much more from mentor not being OT #OTalk



Sherlyn 🌟 (she/her) @sherlynmelody

RT @RosFrench1: @anita_atwal @OTalk #OTalk it is about relationship and respect and validation. An awareness and understanding of background is eq important to building a rapport



Sherlyn 🌟 (she/her) @sherlynmelody

RT @vimalsrir: #OTalk which also means you can have a mentor who is not #OT but can help you achieve personal (&related) professional ambitions

**Dr Anita Atwal** @anita_atwal

I suppose we acknowledge the similarity theory- we are attracted to people who look and sound like us! Fact! So is this applicable in cross race mentoring re #OTalk

**Chantelle Martin** T @chaniedavies

@anita_atwal #OTalk Anytime someone gives their time to help you it is a privilege as they believe in you when you can be better. Very special people you find along the way

**Vimal Sriram** @vimalsrir

RT @anita_atwal: I suppose we acknowledge the similarity theory- we are attracted to people who look and sound like us! Fact! So is this applicable in cross mentoring relationships? #OTalk

**Becky Keating** @BeckyKeating2

@anita_atwal @OTalk I think it is useful and can help stretch personal reflection beyond the comfort zone. I would suggest that it would certainly contribute for a next step. #OTalk

**Leah Berry** @Leah_b_blkOT

@anita_atwal #otalk yes again I think we are attracted to those similar to us. What I liked about being matched though was that what I needed in my career was matched to my mentors skill set. Then we were given chance to see how the fit was

**SueH.(ret'd-ish)** @Sue_T2O

@sherlynmelody @musedNeuroOT @OTalk It can be a harder task to move through your career without a navigator (#Mentor). I certainly wish I had had one to take my career forward. I can see where I could have made a more effective move, etc #OTalk

**Ros French** @RosFrench1

@anita_atwal #OTalk it definitely can do if there is respect and honesty in the relationship between the mentor and mentee and roles are fully understood. It is a deeper understanding of 'self', build confidence and self esteem

**Dr Anita Atwal** @anita_atwal

Yes- how long did the relationship last for? @Sue_T2O Did it work? #OTalk

**Dr Anita Atwal** @anita_atwal

RT @Leah_b_blkOT: @anita_atwal It very much did. The initiative had 100% positive feedback for cohort 1 of the mentoring scheme led by @RuthsarahWa tho it wasn't exclusive for OTs but I've learnt so much more from mentor not being OT #OTalk

**#OTalk** @OTalk

RT @Leah_b_blkOT: @anita_atwal #otalk yes again I think we are attracted to those similar to us. What I liked about being matched though was that what I needed in my career at the time was matched to my mentors skill set. Then we were given chance to see how the fit was

**Chantelle Martin** T @chaniedavies

@sherlynmelody @anita_atwal But equally people need to step up and ask for it... you need the right person in your tribe. Can feel vulnerable but stretch is good

**Dr Anita Atwal** @anita_atwal

is mentoring part of allyship? #OTalk

**Sherlyn** (she/her) @sherlynmelody

RT @chaniedavies: @anita_atwal #OTalk Anytime someone gives their time to help you it is a privilege as they believe in you when you can be better. Very special people you find along the way

**Chantelle Martin** T @chaniedavies

@anita_atwal #OTalk took brave step recently and asked for the support re interesting roles in the future, writing personal statement with impact, coaching arising from disappointment. Still learning and successes. Equally valuable re academic writing (article). Then pay it forward..

**Becky Keating** @BeckyKeating2

@anita_atwal @OTalk When explored in past 12m, it seemed to be a mutual agreement process with mentors. I would suggest very important to be able to negotiate the matching, and if for any reason it was not a productive pairing, that option for another matching would be possible. #OTalk

**Dr Anita Atwal** @anita_atwal

I think @ElizabethCasso1 scheme should be rolled out to all OTs!!!! But my guess we need to attract more diverse mentors as well so we can give OTs choice and acknowledge that we may not like our mentor #OTalk

**SueH.(ret'd-ish)** @Sue_T2O

@anita_atwal Variable. Once the initial 121 phase ends, then strive to mitigate change through wider support networks, changes in supervisory systems, etc to need within work team, or wider team can be effective. Can also #Mentor outside of own profession!? #OTalk

**Leah Berry** @Leah_b_blkOT

Some great reflections tonight on Mentorship over on #OTalk I love the role of both mentor and mentee. As a black female I've often had to seek or provide that support working hours if not supported because I knew it was essential for me to navigate the work space. It works.

**Ros French** @RosFrench1

@anita_atwal #OTalk to be honest the first time I wasn't sure, we were work colleagues and respect and friendship and we learnt together. The last time it was when I didn't really know so very open to say let's see if it works for both of us.

**Dr Anita Atwal** @anita_atwal

RT @chaniedavies: @anita_atwal #OTalk took brave step recently and asked for the support re interesting roles in the future, writing personal statement with coaching and learning from disappointment. Still learning and successes. Equally valuable re academic writing (article). Then pay it forward..

**Chantelle Martin** T @chaniedavies

@anita_atwal Absolutely for me but you have to be professionally mature to take constructive criticism to get the stretch in yourself #OTalk

**#OTalk** @OTalk_

We're coming up on the last 10 minutes of tonight's chat - what are everyone's final thoughts? Has this chat inspired you to think about mentoring differently?

**SueH. (ret'd-ish)** @Sue_T2O

@anita_atwal @ElizabethCasso1 Back to original response! How to we incentivise? #OTalk

**#OTalk** @OTalk_

RT @chaniedavies: @anita_atwal #OTalk took brave step recently and asked for the support re interesting roles in the future, writing personal statement with coaching and learning from disappointment. Still learning and successes. Equally valuable re academic writing (article). Then pay it forward..

**Dr Anita Atwal** @anita_atwal

Do you think you would achieved career success without it? @Leah_b_blkOT #OTalk

**#OTalk** @OTalk_

RT @anita_atwal: I think @ElizabethCasso1 scheme should be rolled out to all OTs!!!! But my guess we need to attract more diverse mentors as well so we OTs choice and acknowledge that we may not like our mentor #OTalk

**#OTalk** @OTalk_

RT @Leah_b_blkOT: Some great reflections tonight on Mentorship over on #OTalk I love the role of both mentor and mentee. As a black female I've often have to provide this outside of working hours if not supported because I knew it was essential for me to navigate the work space. It works.

**Chantelle Martin** T @chaniedavies

@anita_atwal #OTalk... they found me and I offered to others

**Mushtag** @mskahin1

RT @Leah_b_blkOT: Some great reflections tonight on Mentorship over on #OTalk I love the role of both mentor and mentee. As a black female I've often have to provide this outside of working hours if not supported because I knew it was essential for me to navigate the work space. It works.

**Chantelle Martin** T @chaniedavies

@anita_atwal #OTalk if enforced maybe not as effective as natural emergence. Virtual world and twitter helped me as mentee and mentor. And person has to be open and receptive. Coaching techniques help

**Ros French** @RosFrench1

@anita_atwal #OTalk I think your probably right - friendships grow from qualities we value and respect but equally that willingness to reflect and listen to other experiences non-judgementally

**Sharon@OT** @SharonOTUclan

RT @anita_atwal: I think @ElizabethCasso1 scheme should be rolled out to all OTs!!!! But my guess we need to attract more diverse mentors as well so we OTs choice and acknowledge that we may not like our mentor #OTalk

**Ros French** @RosFrench1

@chaniedavies @anita_atwal #OTalk definitely agree being a mentor or a mentee is a privilege

**Lauren Osborne** @LaurenOsborneOT

@OTalk_ #OTalk I had a mentor in previous career before I became an OT. So when I hit a tricky patch in my OT career, I actively sought a mentor and was through @theRCOT mentoring scheme. Experience was invaluable for my professional confidence, would recommend to anyone.

**#OTalk** @OTalk_

That's the end of the hour but feel free to keep discussions going! We'll be generating a transcript of tweets from tonight that will be posted on our blog shortly

**#OTalk** @OTalk_

#OTalk – Tuesday 28th June – Pride month 🌈 – Through Pride Comes Progress <https://t.co/2LvU1vlgke>

**Dr Anita Atwal** @anita_atwal

#OTalk I think it is getting time to wrap up. Its been fast and furious and so enjoyable to talk to you all. Would love to continue the conversation @vimalsrir @OTProfBeth131

**Chantelle Martin** T @chaniedavies

@anita_atwal #OTalk yes when educator to students. Learnt a lot from a special superstar

**#OTalk @OTalk_**If you'd like to reflect on your learning from the chat, we have reflective logs here that you can use to record it as CPD <https://t.co/HSHHvGfxN>**Becky Keating @BeckyKeating2**[@anita_atwal](#) I agree with the other comments, as part of our collective responsibility/commitment to future profession there should be an expectation for all to the creation of roles, development & support activities & that this is sustainable [#OTalk](#) we create space for this!**#OTalk @OTalk_**Many thanks to [@anita_atwal](#) for hosting! [#OTalk](#)**Vimal Sriram**  [@vimalsrir](#)[@anita_atwal](#) [#OTalk](#) I think so. Support, Trust & building relationships**Dr Anita Atwal @anita_atwal**[#otalk](#) Thank you all so much from [@vimalsrir](#) [@OTProfBeth131](#). I have really enjoyed this talk. Thankyou [@ElizabethCasso1](#) for ongoing support**#OTalk @OTalk_**This is [@colourful_ot](#) signing off for now - hope to see you all again next week 😊 [#OTalk](#)**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) [#OTalk](#) I think the relationship can work, both sides need to be open and respectful to understanding each other's differing experiences and/or which could be said regardless of race.**Chantelle Martin**  [@chaniedavies](#)[@vimalsrir](#) [#OTalk](#) I agree this is probably the case but you can carve it for yourself and reach out. Don't ask, don't get respectfully**#OTalk @OTalk_**[@anita_atwal](#) [@vimalsrir](#) [@OTProfBeth131](#) [@ElizabethCasso1](#) Well done all - very interesting chat! [#OTalk](#)**Chantelle Martin**  [@chaniedavies](#)[@anita_atwal](#) [#OTalk](#) i would hope so but guess it depends if both enter the arrangement feeling equal partners and that can differ if all parts of life for vari**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) [#OTalk](#) Interesting point, not considered before. I've certainly gained from a mentoring relationship, however I'm a very driven person so would way without a mentor too. I guess it could give some ppl an advantage through drawing on knowledge/exp of mentor.**SueH. (ret'd-ish)**  [@Sue_T2O](#)Job6. Became parent. Struggled Job7. Focussed on supporting staff in team in my role as manager. Job8. Supportive, engaging, until bec parent again. Job! Really valued the engaging, supportive teams. [#OTalk](#)**Holly Graham @HollyGtheOT**[@anita_atwal](#) [@OTalk_](#) Late, sorry! Catching up. No never had a mentor or really heard of this in OT until recently and probably not understood it until today you have opened up the conversation, sounds like something I'd (and others) find invaluable! [#OTalk](#)**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) [#OTalk](#) I have as a student with my educators, 2 of my 3 educators were BAME OTs and placements in areas of high particular population (eg community).**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) Agree! Helpful to have a mentor outside the service you work in, or in a service you want to get experience of but not currently in - for bigger p goals rather than just regular job related supervision [#OTalk](#)**Holly Graham @HollyGtheOT**[@anita_atwal](#) Looking through conversations, think matching process is really important (whether found or matched by others). Think I'd want someone with experience to me and understanding around goals I have, ideally, and would want space to express what I want/need [#OTalk](#)**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) I asked for a mentor with experience in particular specialty to help me get experience required to move into the same area, two replied and off experience and I picked which one I felt had the skills/exp I was looking for [#OTalk](#)**Chantelle Martin**  [@chaniedavies](#)[@Sue_T2O](#) [@anita_atwal](#) [@OTalk_](#) Too experienced "you'd be frustrated" ie "we can't see you towing the line?????" [#OTalk](#) Not always race, culture or priv bias. Disruptive innovators not always wanted 😊**Lauren Osborne @LaurenOsborneOT**[@anita_atwal](#) Yes! Moved into the specialty I wanted, increased confidence in my own supervision skills. [#OTalk](#)**Holly Graham @HollyGtheOT**



@anita_atwal Potentially, although think depends what you need out relationship. I think if I wanted to navigate w mentor about being disabled (VI) OT, might with able bodied mentor for various reasons. I assume similarly for BME OTs/other protected characteristics [#OTalk](#)



Lauren Osborne [@LaurenOsborneOT](#)

Sorry I missed [#OTalk](#) but added a few thoughts. Great topic [@anita_atwal](#) am v passionate about benefits of mentoring and would love to "give back" one of a professional responsibility of us all to nurture and grow the next generation



Chantelle Martin [@chaniedavies](#)

[@anita_atwal](#) And I would if mentoring any BME in need or want of my support in the future [#OTalk](#)



Holly Graham [@HollyGtheOT](#)

[@Leah_b_blkOT](#) [@anita_atwal](#) Agree, would need a very open relationship and mentor being confident in understanding (and discussing) where they may be able to contribute directly valuably [#OTalk](#)



SueH.(ret'd-ish) [@Sue_T2O](#)

[@chaniedavies](#) [@anita_atwal](#) [@OTalk](#) Yes, if you think outside of the box, don't associate with [#TheCrowd](#), call it out... etc. No amt of [#Mentoring](#) will help organisation. [#OTalk](#)



Becky Keating [@BeckyKeating2](#)

[@anita_atwal](#) [#OTalk](#) it really depends about whether it is accessible to all doesn't it? Or whether we can use as a tool to help address some of the known in terms of opportunities for progression in OT



SueH.(ret'd-ish) [@Sue_T2O](#)

Stopped being a team player.. started being my own person as it would only ever be a [#WrigglyCareer](#) with this organisation. Focussed on other priorities [#C](#)



Teoh Jou Yin [@teohjouyin](#)

This was one of the things [@paula_kersten](#) and I talked about in our first mentorship meeting under the [@councilofdeans](#) mentoring scheme. Whew! Is it even mentor successfully if the whole person is not being mentored? [#OTalk](#)



Teoh Jou Yin [@teohjouyin](#)

[@anita_atwal](#) Sometimes the easiest way to find out whether such a relationship will work is to go straight into challenger mode. If challenger safety is achieved would be smooth sailing. [#OTalk](#) <https://t.co/C0HjdG5dhJ>



Teoh Jou Yin [@teohjouyin](#)

Makes a world of difference. I would have made the sort of decisions which would have set me back career-wise and financially, no joke. Not sure if this could but I try to pay forward. Think mentor wouldn't have spent time on me if they weren't sure I would. [#OTalk](#)



Teoh Jou Yin [@teohjouyin](#)

Think it means a lot to be able to send someone your CV and say - "how do I plot my next move?" or even better, don't even have to send anything and get a "how do I plot my next move?" that fits like a glove. [#OTalk](#)



Wendy OT [@wendy_foo](#)

[@chaniedavies](#) is definitely one very special lady



Wendy OT [@wendy_foo](#)

[@anita_atwal](#) Would this also apply when the mentor is BME and the mentee is white? does it matter who names it first? [#OTalk](#)



Wendy OT [@wendy_foo](#)

[@Sue_T2O](#) [@WardChris884](#) [@OTalk](#) Working as a lone OT in my specialty I always jump to have students and mentor colleagues as it's a valuable way to touch with my profession. It shouldn't be a requirement as it would not be fair to the mentee of someone who doesn't want to mentor! [#OTalk](#)



Teoh Jou Yin [@teohjouyin](#)

[@wendy_foo](#) [@anita_atwal](#) [@wendy_foo](#) I haven't actually mentored white people, but I have supervised white students. And I think it's actually necessary early because I've been on the receiving end of white violence from them i.e., 'Karen'-type behaviour. Plenty of research about this. [#OTalk](#)



Wendy OT [@wendy_foo](#)

Missed [#OTalk](#) but look forward to catching up on the discussion on mentoring - very topical and links in well with this week's [#cahpo](#) conference and NHSE on developing AHP leadership <https://t.co/umKqWgd79u>



Wendy OT [@wendy_foo](#)

[@teohjouyin](#) [@anita_atwal](#) thanks for sharing [@teohjouyin](#) I have only ever had positive experiences of being a mentor but do sometimes wonder if it's some address and acknowledge but never been brave enough to! [#OTalk](#)



Teoh Jou Yin [@teohjouyin](#)

[@wendy_foo](#) [@anita_atwal](#) Well I've got enough experiences of backlash to know that if I don't address, it's something which can bite me back later. So it's I'm just going to have to accept that I need to do. [#OTalk](#) <https://t.co/C0HjdG5dhJ>



Hannah Spencer (they/them) [@hspenceruk](#)

[@LGBTQIAOTUK](#) are hosting [#OTPrideToProgress](#) [@OTalk](#) next Tuesday, 28th June (the anniversary of the Stonewall Uprising). Starting prompt bl linked below (thank you [@RachaelD_OT](#)) See you there? [#OTalk](#) [#RCOT2022](#) [#LGBTQIAOT](#)

**Gwyneth Ataderie (She/Her) @Gwyneth_OT**

RT @Leah_b_blkOT: Some great reflections tonight on Mentorship over on #OTalk I love the role of both mentor and mentee. As a black female I've often ha provide this outside of working hours if not supported because I knew it was essential for me to navigate the work space. It works.

**Laura O (she/her) @OT_LauraO_ACS**

RT @hspenceruk: 🏳️🌈 @LGBTQIAOTUK are hosting #OTPrideToProgress @OTalk_ next Tuesday, 28th June (the anniversary of the Stonewall Uprising) prompt blog/questions linked below 📄 (thank you @RachaelD_OT 🙌) See you there? #OTalk #RCOT2022 #LGBTQIAOT

**LGBTQIA+OT UK @LGBTQIAOTUK**

RT @hspenceruk: 🏳️🌈 @LGBTQIAOTUK are hosting #OTPrideToProgress @OTalk_ next Tuesday, 28th June (the anniversary of the Stonewall Uprising) prompt blog/questions linked below 📄 (thank you @RachaelD_OT 🙌) See you there? #OTalk #RCOT2022 #LGBTQIAOT

**LecturerMish 🇬🇧🇪🇺🇬🇪🇵🇸 She/Her/Hers @LecturerMish**

RT @Leah_b_blkOT: Some great reflections tonight on Mentorship over on #OTalk I love the role of both mentor and mentee. As a black female I've often ha provide this outside of working hours if not supported because I knew it was essential for me to navigate the work space. It works.

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**LecturerMish 🇬🇧🇪🇺🇬🇪🇵🇸 She/Her/Hers @LecturerMish**

RT @OTalk_: #OTalk - Tuesday 28th June - Pride month 🌈 - Through Pride Comes Progress <https://t.co/2LvU1vIqke>

**Rachael (she/her) 🏳️🌈 @RachaelD_OT**

Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that's when the real work #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**Yosh (she/hers) @dj_tiny_rabbi**

RT @RachaelD_OT: Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that real work begins! #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**Sue Mesa (she/her) @sue_mesa**

RT @anita_atwal: I think @ElizabethCasso1 scheme should be rolled out to all OTs!!!! But my guess we need to attract more diverse mentors as well so we OTs choice and acknowledge that we may not like our mentor #OTalk

**LecturerMish 🇬🇧🇪🇺🇬🇪🇵🇸 She/Her/Hers @LecturerMish**

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**Kosiwa Lokosu @KosiwaOT**

RT @anita_atwal: Is it the elephant in the room in cross race mentoring relationships? Is racism and culture and even class thought about? #OTalk

**Kosiwa Lokosu @KosiwaOT**

RT @vimalsrir: #OTalk I think it is important for role modelling, ability to understand cultural nuances in professional practice & personal aspirations

**Kosiwa Lokosu @KosiwaOT**

RT @teohjouyin: @anita_atwal Sometimes the easiest way to find out whether such a relationship will work is to go straight into challenger mode. If challeng achieved then it would be smooth sailing. #OTalk 🙌 <https://t.co/COHjdG5dhJ>

**LGBTQIA+OT UK @LGBTQIAOTUK**

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**Laura O (she/her) @OT_LauraO_ACS**

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**Dr Anita Atwal @anita_atwal**

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**Jay Webster (They/Them) 🏳️🌈 @jwot77**

RT @RachaelD_OT: Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that real work begins! #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**Swad Dorset @swaddorset**

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**Sam Pywell @smileyfacehalo**

RT @OTalk_: #OTalk - Tuesday 28th June - Pride month 🌈 - Through Pride Comes Progress <https://t.co/2LvU1vIqke>

**Dawn Scull** 🌈🦋🇬🇧🇸🇰 (she/her) @DawnScull

RT @anita_atwal: Is it the elephant in the room in cross race mentoring relationships? Is racism and culture and even class thought about? #OTalk

**Ed Sum Occupational Therapist** 🌈🧡📧 @musedNeuroOT

RT @RachaelD_OT: Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that real work begins! #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**Hannah Spencer (they/them)** @hspenceruk

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**OTBayArea** @otbayareaRT @OTalk_: #OTalk – Tuesday 28th June – Pride month 🌈 – Through Pride Comes Progress <https://t.co/2LvU1vIqke>**OTBayArea** @otbayarea

RT @RachaelD_OT: Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that real work begins! #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**DisruptOT** @DisruptOT

RT @RachaelD_OT: Join me & @LGBTQIAOTUK for next week's #OTalk - Through Pride Comes Progress. Pride Month may be coming to an end, but that real work begins! #OccupationalTherapy #OTPride #Pride #Pride2022 #PrideMonth #PrideMonth2022 #StrongerTogether

**DisruptOT** @DisruptOTRT @OTalk_: #OTalk – Tuesday 28th June – Pride month 🌈 – Through Pride Comes Progress <https://t.co/2LvU1vIqke>

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