Black Lawyers Matter
Mentoring

Get to Know Us
At SJP, we have a proud track record of supporting law firms and organisations over the last 10+ years with outstanding legal talent.

We leverage our recruitment abilities in conjunction with our passion and experience, as a Black-owned firm, to improve Black representation in the legal profession.

Black Lawyers Matter was created as part of The SJP because we believe in Diversity, Equality and Equity.

The picture on the right is our recent win at The Lawyer Awards for 'Best Technology Product' in June 2023!
Only 3% of the UK’s qualified lawyers are Black, with Black partners making up 1% of the largest firms with 50+ partners as well as firms with 10–50 partners. (SRA Updates, 2023)

Research has shown that non-Russell Group universities have a cohort of approximately 8% of black students versus less than 4% at Russell Group institutions.

This suggests that the majority of black students will not be in receipt of the best opportunities. This can also be seen at other levels of education such as A-levels, whereby black students were the lowest achieving percentage for 3 As or better, thus suggesting that there is a racial element to teaching within the UK more generally (Department of Education, 2021 / Gov.UK)
Our Mission

We are on a mission to transform the world through digital mentoring and staff development.

Through our award-winning platform and expert team, we support mentoring relationships that produce meaningful results externally and internally.

In becoming a Mentor, you are making a powerful statement that you are part of the change needed to increase Black representation in the legal sector.
D&I meets Organisational Goals: The Wider Impact

Retention
70% of current mentors are more likely to stay with their organisation since participating in our programme

Employee Engagement
63% feel more engaged with their organisation since participating in our programme

Learning and Development
50% of mentors have more confidence to talk about race, 60% of mentors have more ideas on how to be inclusive.

Employee Inclusion
87% of mentors are more proactively involved in d&i processes, 47% have seen organisational wide improvements in DE&I.
Mentoring Works – here's why

- It provides organisations with a tool to fit into their leadership and development frameworks and has systemic long-term impact. It shows that you invest in your people and have an authentic drive for change.
- Mentees are x5 more likely to be promoted/secure future opportunities because they benefit from their mentors’ guidance.
- Mentors are x6 more likely to be promoted/achieve further success because they become better leaders and effect change within the internal culture of their organisation.
- It provides progress in many common organisational goals – retention, engagement, leadership development and diversity and inclusion.
D&I meets Personal Goals: The Internal Impact

Feelings of professional accomplishment and increased job satisfaction

Advanced Interpersonal skills: 80% of mentors improved on listening skills and 73% on communication

Being a better leader: 40% of mentors improved their leadership ability, with 37% of mentors gaining new abilities to support Black colleagues

Increased advancement potential: show your employer you are committed to developing the company and supporting the industry
Our mentoring programme is completely digitalised - we pair mentors and mentees on our dedicated SaaS platform which operates as a one-stop shop and an all encompassing tool for fostering relationships. Via our platform, we draw up data on the programmes’ performance and continuously improve our programme.

With a commitment of one-hour per month, over the course of 12 months, mentors and mentees are able to build good rapport and a solid relationship.

It is no news that Black legal professionals are underrepresented - with our reverse mentoring element, mentors get the opportunity to gain insight from their mentees and their experiences.

Our Diversity Partnerships’ team functions as an extension of your internal learning and development teams - we work to support all mentoring relationships from start to finish.
I'm a few months into the programme now, with many more ahead of me. I'm learning a huge amount myself, and I'm very proud to see my mentee already get results. But speaking generally, I am sure that there are huge numbers of people who do not realise that a successful career in the law is perfectly within their grasp if only they had the information and (perhaps more importantly) confidence to reach out for it, and yet who – perhaps even a generation ago – would not have tried.

In short, this program has benefitted me greatly in the form of reverse mentoring. Abdul and I were born on different continents, we live on different continents still, and our paths to working in the law couldn't be less similar. And that has provided me with a beautiful chance to think more holistically about the journey different talent takes into this profession. Even more, it elucidated ways I can tweak my own approach to optimize my performance with a person so different from me. It helps that I’m very fond of Abdul, but so much of what I’m describing is inherent to the program.

“I have really enjoyed the mentoring experience. The pairing was fantastic and the sessions felt really natural and free-flowing. It has been so rewarding seeing my mentee develop and flourish over the sessions. I felt I was able to provide the support, guidance and reassurance she needed and reflect on my own experience to help her make decisions with her career. It has been such a pleasure to work with Chidimma!”

“I would say the mentor programme is a fantastic initiative benefitting both mentor and mentee and I would highly recommend it. It has been wonderful to meet such an enthusiastic and budding young lawyer (Comfort Suleiman) and be part of her journey to what I am sure will be a long and successful career in law.”
Reverse Mentoring & Team Support: Terminology document Case Study

Reverse mentoring is impactful in gaining insight and understanding on the experiences of Black legal professionals – that’s why our team provides hands-on support on this at the start of all mentoring relationships.

As an external L&D framework, we are passionate about supporting law firms and businesses in embedding D&I on all levels, and at all stages of their mentoring relationships. An example of how we have done this is on our terminology document which we recently collated.
Hear from our mentees...
We’d love your support in furthering Black representation within the legal sector:

Please contact us at diversitypartnerships@thesjp.co.uk