

# Peoples-Praxis: Empowering graduates to extend and apply their skills and knowledge towards improving the health of their population

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## What we do

- Possession of a master's degree is only the first step in a progression to becoming a leader in research and education.
- Further skills development through practice is required.

Peoples-Praxis was born to support graduates of master's degrees in the broad field of public health who work in low-to middle-income countries, to empower them to extend and apply their skills and knowledge towards improving the health of their populations (praxis is defined as 'the application of theory into practice').

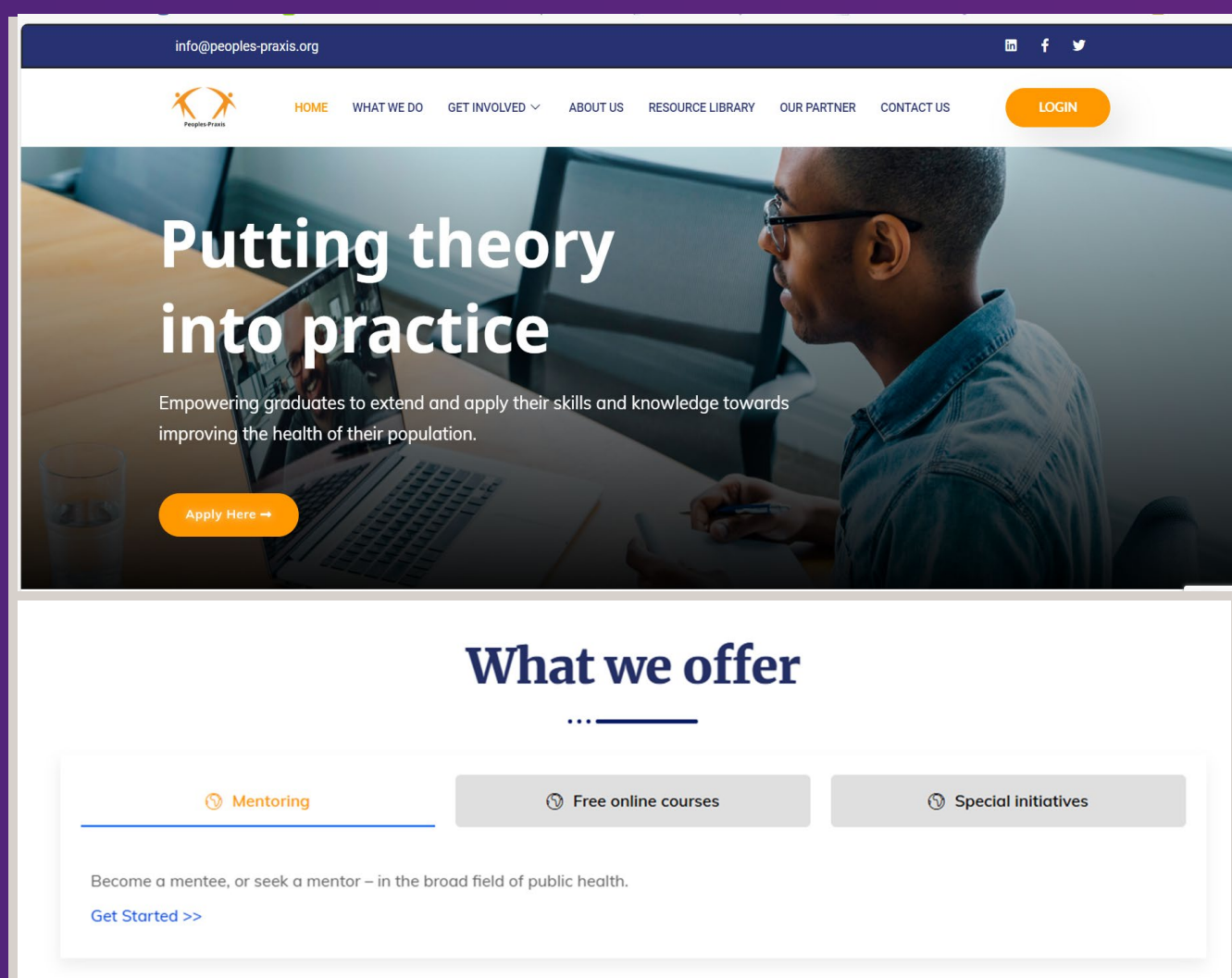


Figure 1. Peoples Praxis uses its website to link mentees to mentors to enable empowering of LMIC graduates in public health.

## How we do it

- Mentorship: use of a commercial mentoring platform allowed a number of individual mentor/mentee relationships to develop. Mentees included a group of health professionals from Yemen trying to re-build their broken health system, mentors were volunteers from both Global North and South.
- Online courses: a suite of 23 online courses have been developed and are free to access. A 'publishing, reviewing and appraising' category allowed us to run a pilot course for African early career researchers to develop skills in peer reviewing and open publishing.
- Partnerships: a close collaboration with the West and Central African Research and Education Network sets the scene for collaboration on open publishing and reviewing skills. An MoU with the United Nations University allows for collaboration and accreditation.

## Mentoring initial planning meeting

The purpose of this form is to assist you in documenting mutually agreed goals that will serve as the foundation for your mentoring relationship. This document is intended to be completed together. **Mentees** - where possible, please draft answers to these questions to discuss during your first meeting with your mentor.

- Goals:** what you hope to achieve as a result of this relationship (e.g. gain skills necessary for success in academia, explore new career opportunities, networking, leadership skill development)
  - free text
- Objectives:** Steps to achieving goals stated above (e.g. meeting regularly, manuscripts/grants, collaborating on research projects, which e-courses you plan to undertake [Free online courses from Peoples-Praxis](#))
  - free text
- Meeting logistics:**
  - Frequency – options: weekly, bi-weekly, monthly, ad-hoc
  - Timing – options: morning, afternoon, mon-sun, TBC
  - Length – options: 30min, 45min, 60min, TBC
  - Location – options: online, in person, phone, other
  - Cancellations - both parties agree to give adequate notice in the event of needing to cancel/postpone a meeting
  - contact in between meetings - options: email, whatsapp, TBC
- Duration:** e.g. this mentorship relationship will continue for approximately six sessions after which it will continue by request with specific objectives.
  - free text

5. **Plan for evaluating relationship effectiveness** (e.g., review of mentorship meeting minutes, goals, and outcomes/ accomplishments, next steps). We encourage this to be done at every meeting, as well as during the final meeting.  
free text

6. Any additional comments  
free text

## Mentoring agreement

- Early termination:** If either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honour that individual's decision without question or blame.
- Confidentiality:** Any sensitive issues that we discuss will be held in the strictest of confidence.
- On finishing the mentoring relationship, we agree to complete the Peoples-Praxis evaluation form.
- A certificate is available for both mentor and mentee on completion of the mentoring programme, please see criteria here: (link to be added)
- In signing up to the mentorship programme, participants agree that Peoples-Praxis will not be held responsible for work that mentees or mentors do in their professional roles.

Figure 2: Mentee and mentors move through a structured programme to enable best fit between them.

## Mentoring in LMICs – continuing professional development

### 5-WEEK PEER REVIEW TRAINING PROGRAMME

By the Coalition for Open Access Publishing of Public Health in Africa (COPPHA)

**Target:** Public health researchers, article reviewers, journal editors etc.

**Key benefits for selected participants:**

- ✓ Hands-on tutelage on peer review
- ✓ Verifiable certificate upon successful completion
- ✓ Successful trainees to join Open Publishing Course
- ✓ How to leverage AI for quality peer review
- ✓ Access to COPPHA publishing service
- ✓ Mentorship and networking opportunities

**OCT.7 - NOV. 7 2024** Registration link: [bit.ly/peer-reviewcourse](http://bit.ly/peer-reviewcourse)

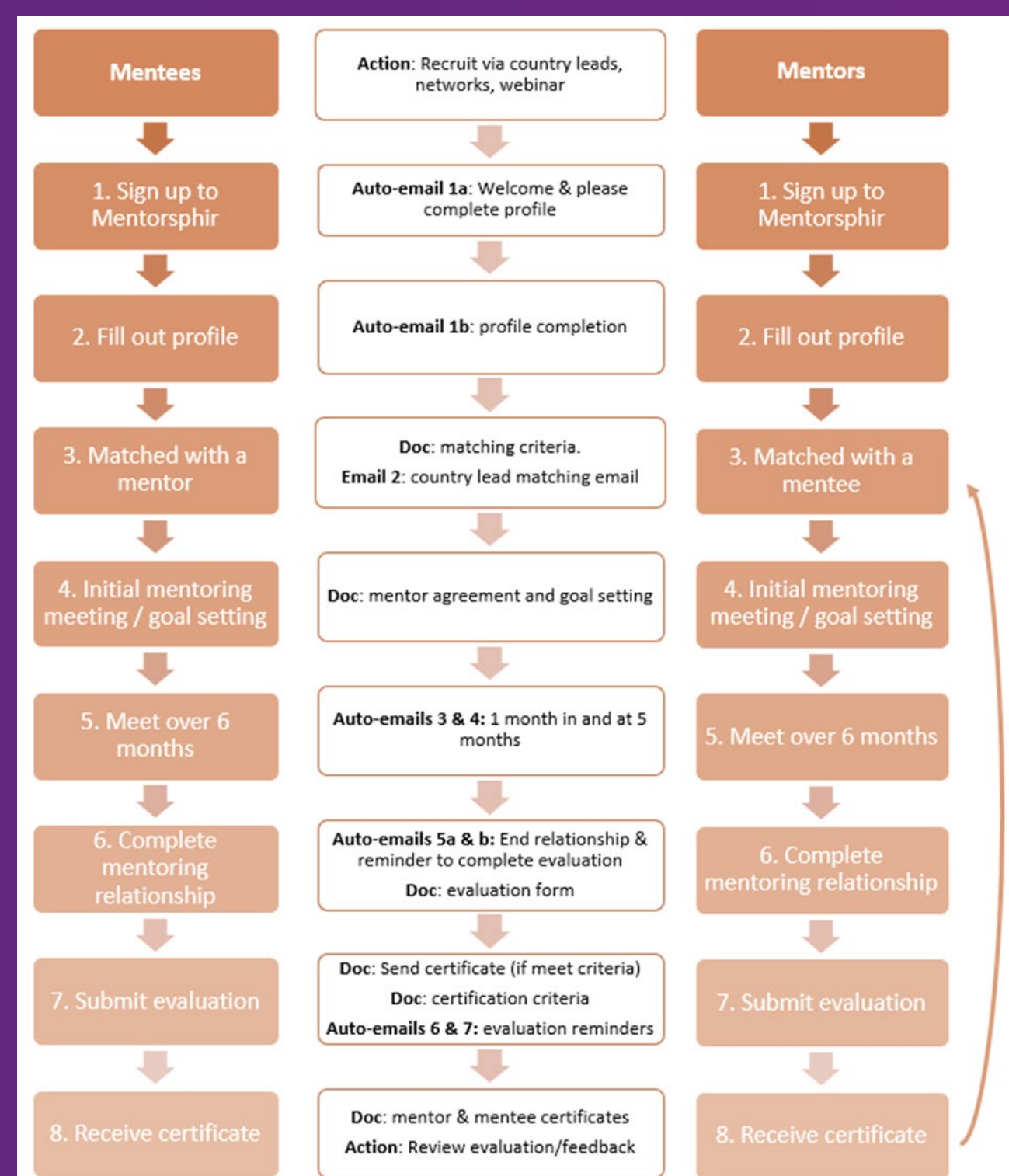


Figure 3. Online process of matching mentees training and professional development inquiries with mentors experience and skillset.

Interested in being a mentor or mentee?



## What we found....

Despite individual successes, such as collaboration on a peer reviewed publication, most mentorship relationships did not prosper after the first few contacts. Developing focused mentoring, underpinned by access to relevant online courses, with the theme of skills for early career researchers in peer review and access to open publishing options will be the next stage.

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