

AI-Powered Mentorship: Bridging Gaps for Muslim Healthcare Professionals in the UK

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Poster presented at the BIMA National Conference on 28th June 2025

Background

In the United Kingdom, Muslim healthcare professionals (MHPs) frequently encounter obstacles to career advancement, such as a lack of mentorship that is culturally sensitive, without implicit bias and underrepresentation in leadership roles (1-3). While valuable, traditional mentoring models may not be sufficient to handle these complex obstacles (2,3). With the rising interest in AI-based, inclusive mentorship and increasing Muslim healthcare professional population, it is possible to overcome these nuances (4,5). This literature review explores current inclusion systems and mentorship interventions supporting MHPs in the UK, with a focus on cultural safety, accessibility, and technological innovations.

Methods

A structured literature review was conducted across PubMed, Scopus, Google Scholar and JBI Database. Search terms included: “(‘Muslim healthcare professionals’ OR ‘doctor’ OR ‘nurse’) AND (‘mentorship’ OR ‘mentor’ OR ‘mentoring’ OR ‘Artificial intelligence’) AND (‘National Health Service’ OR ‘United Kingdom’ OR ‘NHS’) AND (‘equality in healthcare’)”.

A total of 312 articles were manually screened.

Inclusion criteria would be based on the PICO standard: Population, Interest, Context and Outcomes for research question/discussion:

- English-language publications
- Focus on Muslim or ethnic minority HCPs in the UK
- Discussion of mentorship, inclusion frameworks, or AI-enabled solutions.

Exclusion criteria included editorials, opinion pieces or non-healthcare-related mentorship models. To ensure data relevancy and accuracy, the search was restricted to studies published within the last 10 years (2015-2025) 12 articles met final inclusion for full review and thematic analysis

Results

Three major themes emerged:

1. Inclusion barriers: Studies consistently reported experiences of racism, microaggressions and underrepresentation of Muslims in positions of leadership (1,2,6).
2. Mentorship Models: Conventional NHS mentorship programmes were not culturally sensitive and did not address the identity-related requirements of Muslim professionals (3,7).
3. Innovative Interventions: AI mentorship systems and peer-led digital communities that enhanced users’ inclusion, support and confidence were the subject of recent pilot research (5,8). One scoping review highlighted that culturally tailored AI systems can reduce bias in mentoring feedback and promote equitable access to career guidance (4)

Conclusion

There is a pressing need for inclusive mentorship models that account for the unique identity and cultural experiences of MHPs, in the UK. Literature supports the development of AI-powered and culturally sensitive systems as scalable, personalized tools to complement traditional mentorship models. Further research, especially large-scale evaluations, is warranted to establish best practices and refine these systems for national implementation. Also, initiation of large-scale mentorship programmes, such as the British Islamic Medical Association (BIMA) mentorship programme with outcomes monitored after five or ten years would bring larger data sets and improvements on current models.

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