Mentoring the Next Generation of Diversity Librarians

The Information and Diverse Populations (IDP) Concentration at the University of Maryland’s iSchool

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Mentees - the IDP Scholars

Gender

- 15 Female
- 6 Male

Identifies as person with disability

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Race

- White: 8
- African American: 2
- Hispanic: 1
- Asian: 3
- Native American or Alaska Native: 1
- Native Hawaiian or Other Pacific Islander: 1
- Other: 2

Maryland's iSchool
in the Information Capital of the World
Mentors to the IDP scholars

Gender

- Male: 14
- Female: 7

Identifies as person with disability

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Race

- White: 8
- African American: 2
- Hispanic: 1
- Asian: 1
- Native American or Alaskan Native: 1
- Native Hawaiian or Other Pacific Islander: 1
- Other: 2
- Not Disclosed: 10
Mentors in Participating Institutions

bcpl 5
dc public library 1
Enoch Pratt free library 1
Prince George's County Memorial Library System 1

University of the District of Columbia 1
University of Maryland Libraries 5
University of Maryland Libraries 1
Towson University 4

Maryland State Library for the Blind & Physically Handicapped 1

Maryland's iSCHOOL
in the INFORMATION CAPITAL of the WORLD
Mentoring Approach

Domain knowledge of LIS + Day-to-day experiences

Content

Career Development Mentoring

Cultivating the next generation of librarians AND mentors

Cultural Competencies

Diversity Librarian

Skills, dispositions & knowledge needed to work with diverse populations
Making the Match

Partnering institutions sent lists of mentors

Examine application essay, target student interests

Matched
Making the Match

- **Student Interest**: Improving access in a special library setting to underserved populations in Baltimore

- **Participating Institutions**: Maryland State Library for the Blind and Physically Handicapped

- **Mentor #1**: Best match!

- **Mentor #2**

- **Mentor #3**
Virtual Mentoring Space
Mentoring Handbook

Mentor Roles

**Characteristics**
- Proactive
- Professional & approachable
- Willing to listen & share knowledge

**Responsibilities**
- Meeting at least once a month
- Help create actionable goals
- Exposure to best practices & policies
Mentoring Handbook

Mentee Roles

**Characteristics**
- Motivated
- Respectful of mentor’s time
- Willing to pose challenges & take risks

**Responsibilities**
- Keep records of monthly meetings
- Articulate goals
- Reflect on experience & share using 21st-C tools
Brown Bag Meetings

- 1st Wed. of every month
- Professionals from the field as guest speakers
- Exposure to others ‘mentors"
Connect with Us

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Thank you:
Lead PI: Dr. Paul Jaeger
My Co-PIs: John Bertot & Jonathan Lazar, Renee Franklin Hill
GA: Rebecca Oxley
All of our partnering institutions