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**
- Male: 6
- Female: 15

**Identifies as person with disability**
- Disability: 0
- No Disability: 18
- Not Disclosed: 3

**Race**
- White: 8
- African American: 2
- Hispanic: 1
- Asian: 4
- Native American or Alaska Native: 1
- Native Hawaiian or Other Pacific Islander: 3
- Other: 2
- Not Disclosed: 3
Mentors to the IDP scholars

**Gender**
- Male: 14
- Female: 7

**Identifies as person with disability**
- Disability: 1
- No Disability: 10
- Not Disclosed: 10

**Race**
- White: 10
- African American: 0
- Hispanic: 0
- Asian: 0
- Native American or Alaskan Native: 0
- Native Hawaiian or Other Pacific Islander: 0
- Other: 0
- Not Disclosed: 10
Mentors in Participating Institutions

bcpl
UNIVERSITY OF THE DISTRICT OF COLUMBIA
UNIVERSITY OF MARYLANDS LIBRARIES
TOWSON UNIVERSITY
PRINCE GEORGE'S COUNTY MEMORIAL LIBRARY SYSTEM
MARYLAND STATE LIBRARY FOR THE BLIND & PHYSICALLY HANDICAPPED
Mentoring Approach

- Domain knowledge of LIS + Day-to-day experiences
- Content
- Career Development Mentoring
- Cultivating the next generation of librarians AND mentors

Skills, dispositions & knowledge needed to work with diverse populations

Diversity Librarian

Cultural Competencies
Making the Match

Examine application essay, target student interests

Partnering institutions sent lists of mentors

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 21\textsuperscript{st}-C tools
Brown Bag Meetings

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

Information Policy & Access Center (iPAC)
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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