

POC in LIS Summit

**Thriving with Peer-to-Peer (P2P)
Mentoring: Strengthening Leadership,
Promoting Advancement, and Uplifting
POC in LIS**

L. Marie Avila
Undergraduate
Engagement
Librarian

Letha E. Johnson
Kansas Collection
Curator



POC in LIS Summit

Land
Acknowledgement



Loyola Marymount University
William H. Hannon Library



POC in LIS Summit

Roundtable Agenda

- Logistics
- Introductions
- What is Mentoring
- P2P Mentoring
- Mentoring Map Activity
- POCinLIS Stats
- Discussion/Q&A

POC in LIS Summit

Speaker Introductions



Loyola Marymount University
William H. Hannon Library



POC in LIS

Summit

L. Marie Avila, M.L.S., Undergraduate Engagement Librarian

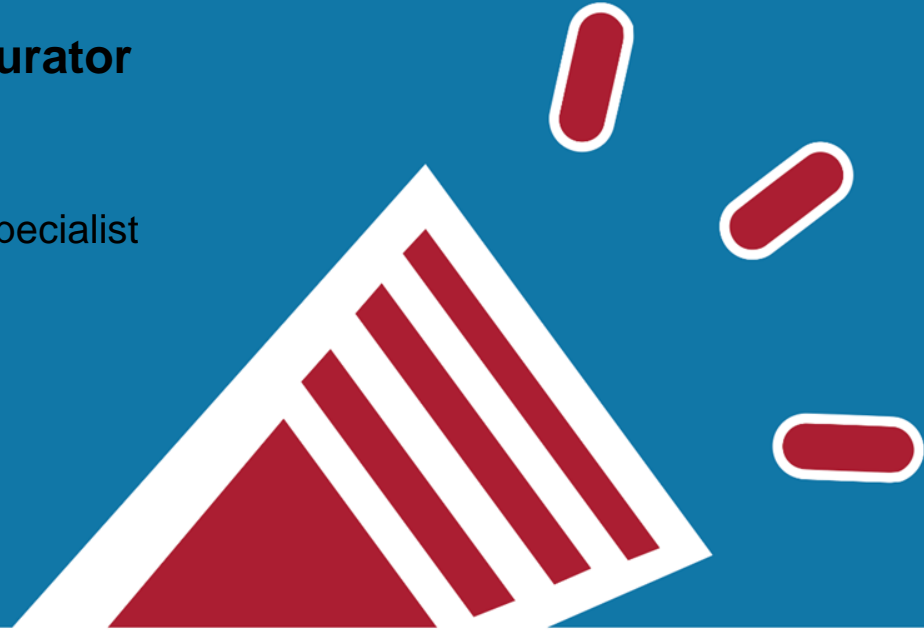
- Librarian from an underrepresented group
- First Generation College Graduate
- Tenure track Academic Librarian (appointment August 2019)
- Position in support of Marginalized student success in academia



POC in LIS Summit

Letha Johnson, Kansas Collection Curator

- First Generation College Graduate
- Tenure-track Assistant Librarian
- Certified Archivist and Digital Archives Specialist
- Employed by KU Libraries for 13 years



POC in LIS Summit

What is Mentoring?



Loyola Marymount University
William H. Hannon Library



POC in LIS

Summit Mentorship is...

- [ALCTS](#): Relationship to help individuals develop careers and professional identities.
- [Dictionary.com](#): The position or service of a wise and trusted counselor or senior sponsor, often in a particular field.



POC in LIS Summit

Testimony to
Our Peer-to-Peer
(P2P) Mentorship



Loyola Marymount University
William H. Hannon Library



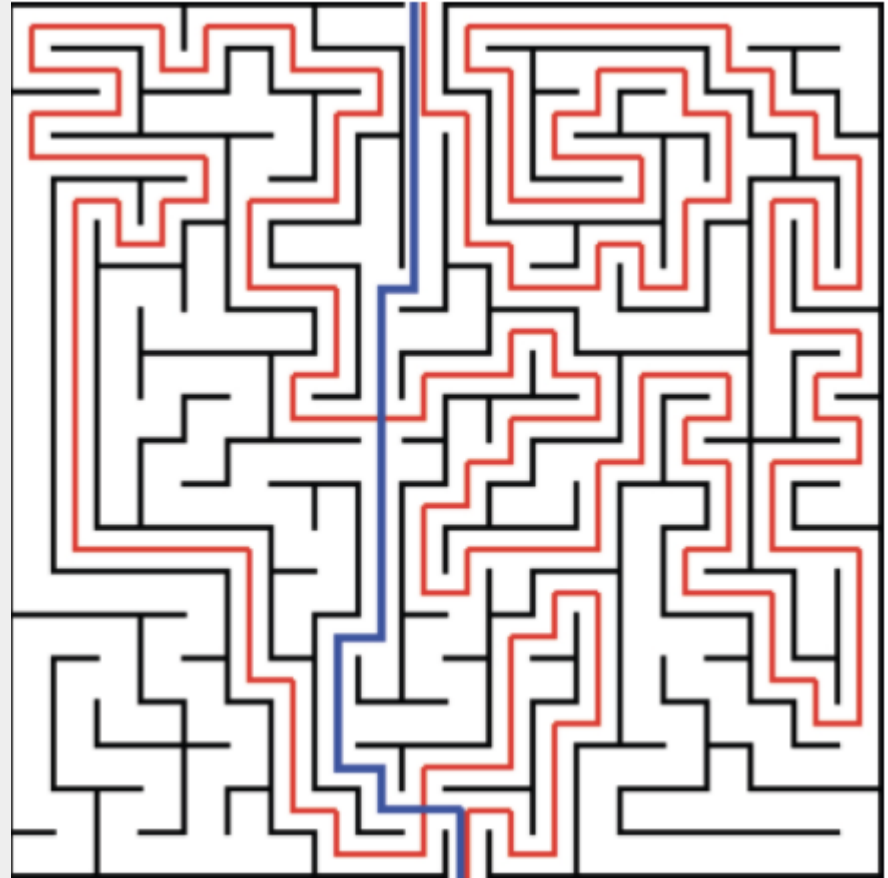
Let's Consider this graphic...

Brides: United States Academia
for First-Generation and
International College Students
-Shawn Higgins

Q.

Thinking in terms of your LIS career,
what would YOU want to know before
beginning your position? (use chat)

<http://tupress.temple.edu/open-access/north-broad-press/39>

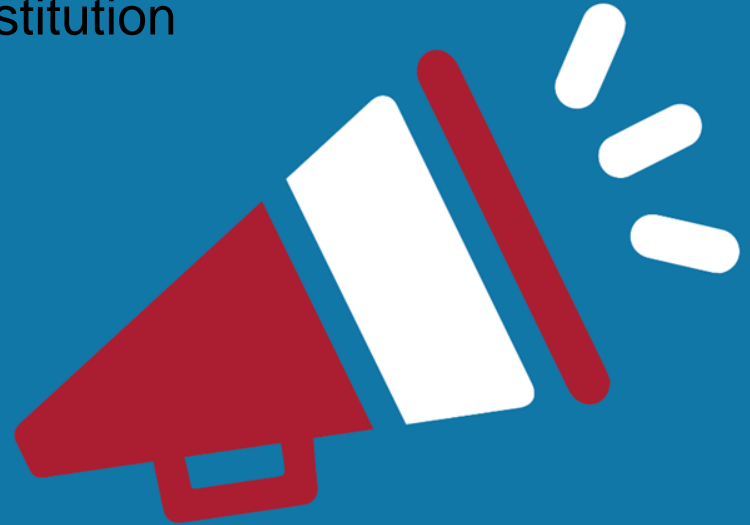


POC in LIS

Summit

P2P Mentoring Themes

- Navigating a Predominantly White Institution
 - Academia
 - Tenure process
- Career Advice
 - Dealing with Imposter Syndrome
 - Code Switching
- Self-care
- Sounding Board
- Reciprocal learning



POC in LIS Summit

Mentor Mapping Visualization



Loyola Marymount University
William H. Hannon Library



POC in LIS Summit

Scan the QR code to access Padlet

Link:

<https://padlet.com/Librarian2021/POCinLIS>



Scan the code using the Padlet app on your phone or tablet.



Loyola Marymount University
William H. Hannon Library



padlet

The Librarian • 18d

P2P Mentoring

Discussion Board

This presentation is not a highly theoretical one - it's more of an opportunity to share a component of career or scholarly support within a larger frame.

What thoughts do you have so far about the ideal of mentoring?

★★★★★ (1)

The Librarian 18d

Learning over about POCs and

Anonymous 18d

It sounds great but how do I find a mentor whose actually a good fit?

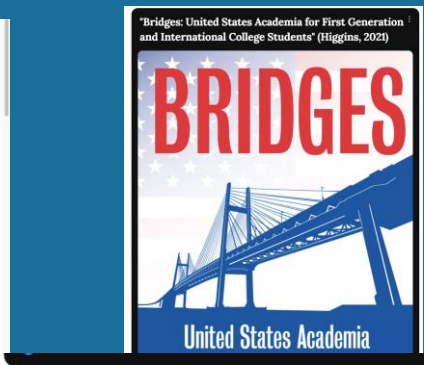
Anonymous 18d

In real and you also so hard to engage professionally like when mentors are assigned by departments, but almost never work out.

Anonymous 18d

How do you deal with when a mentor relationship isn't working out?

Add comment



Mentoring Maps have many styles and there are general categories and specific. Name one of these categories on this Mentoring Map. Name 3 categories that apply to your practice. Name 2 categories that you would need to add.



Image courtesy of <https://www.colourbox.com/vector/mentor-map-flowchart-vector-36791892>

Add comment

PADLET ACTIVITIES FOR SESSION PARTICIPANTS

Mentoring Map, Nations Center for Faculty Development and Diversity (2018)

NCFFD MENTORING MAP

PDF

Mentoring Map1

To meet your identity and needs - what additional destinations would you include in your mentoring map?

★★★★★ (1)

Anonymous 18d

I LOVE this thank you so much for sharing this! I would add a parenting mentor (goes under family i suppose)

The power of mentoring: Lori Hunt at TEDxCCS

YouTube

The power of mentoring: Lori Hunt at TEDxCCS

"Have you ever worked really hard for something that you wanted really bad and once you had it you weren't sure how you were going to maintain that?" (Lori Hunt). Listen to the speakers opening statement. Any thoughts? Share below.

Add comment

SAA Mentoring Tip Sheet

Successful mentoring relationships are...

1. Respectful, supportive, and non-judgmental - Practice active listening.
2. Trusting - ... respect the privacy of your partner.
3. Accessible - make time to connect with each other.
4. Focused - Establish SMART goals to work towards with your mentoring partner.
 - a. Specific
 - b. Measurable
 - c. Achievable
 - d. Relevant
 - e. Time bound
5. Empowered - a mentoring relations is usually more of a conversation than a “class.” Mentees should feel empowered to ask questions and steer the conversation according to their mentoring needs.

SAA: <https://www2.archivists.org/membership/mentoring/tip-sheet>

POC in LIS Summit

Why does
mentoring and P2P
mentoring matter?



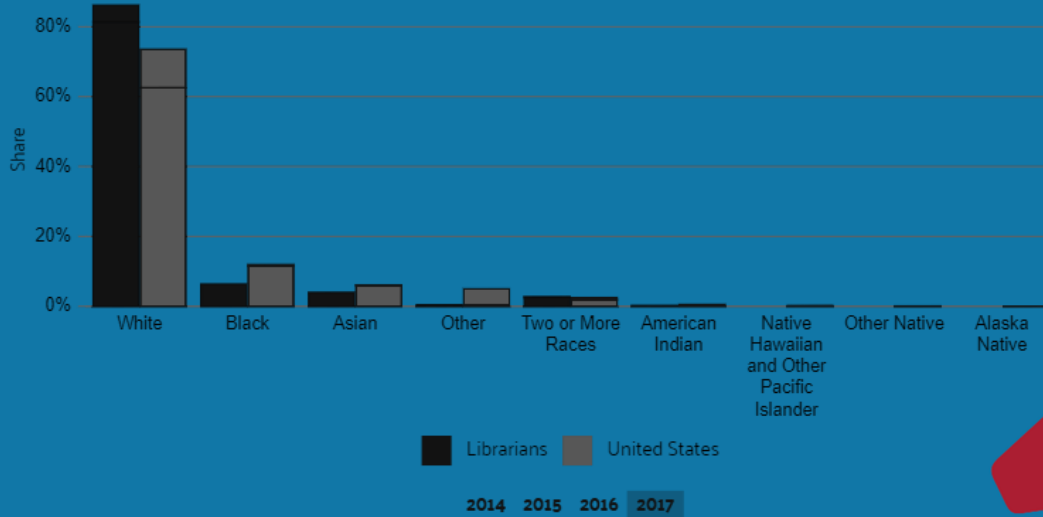
Loyola Marymount University
William H. Hannon Library



POC in LIS

Summit

Diversity Within Librarianship: Race & Ethnicity



DataUSA: Librarians, 2014-2017: <https://datausa.io/profile/soc/librarians#ethnicity>



Loyola Marymount University
William H. Hannon Library



POC in LIS

Summit

Degree Type	2014	2017
Associate		6.7
Bachelor's		58.1
MLS	63.7	61.7
Master's degree (other than MLS)	26.4	25.8
PhD	4.4	4.5

Degrees Awarded



2017 ALA Demographic Study:

<https://www.ala.org/tools/sites/ala.org/tools/files/content/Draft%20of%20Member%20Demographics%20Survey%20001-11-2017.pdf>



Diversity Among Archivist: Identity - Race & Ethnicity Only

Table 3. Q114. Check all that apply (Identity)

Answer Options	Response Percent	Response Count
White	87.7 %	1893
African American	3.1 %	67
Latinx American	3.6 %	77
Asian American	1.9 %	40
East Asian American	1.4 %	30
Southeast Asian American	0.5 %	10
South Asian American	0.4 %	8
Middle Eastern or North African-American	0.4 %	8
First Nation Pacific Islander	0.1 %	2
First Nation Alaskan Native	0.0 %	0
First Nation Tribal designation (continental United States	0.6 %	13

POC in LIS Summit

Archivists By Education Level

Table 5. Response Percent and Count for Q1. What is the highest degree you have obtained?

Answer Options	Response Percent	Response Count
Associate's Degree	0.100%	2
Bachelor's Degree	3.700%	80
Master's Degree	92.200%	1985
Ph.D.	3.900%	85

2017 Women Archivists Section/SAA Salary Survey:

<https://www2.archivists.org/sites/all/files/WAIS-SAA-Salary-Survey-Report.pdf>



Loyola Marymount University
William H. Hannon Library



POC in LIS Summit

Discussion
and
Q & A



Loyola Marymount University
William H. Hannon Library



Resources

- 2017 ALA Demographic Study: <https://www.ala.org/tools/sites/ala.org.tools/files/content/Draft%20of%20Member%20Demographics%20Survey%2001-11-2017.pdf>
- 2017 Women Archivists Section/SAA Salary Survey: <https://www2.archivists.org/sites/all/files/WArS-SAA-Salary-Survey-Report.pdf>
- ALCTS (Association for Library Collections & Technical Services): <https://alcts.libguides.com/mentoring/training>
- Alex H. Poole, “Pinkett’s Charge: Recruiting, Retaining, and Mentoring Archivists of Color in the Twenty-first Century”: <http://www.jstor.org.www2.lib.ku.edu/stable/26356723>
- DataUSA: Librarians, 2014-2017: <https://datausa.io/profile/soc/librarians#ethnicity>
- Dictionary.com: <https://www.dictionary.com/browse/mentorship>
- Donna E. McCrea, Elizabeth A. Nielsen, and Anne Foster, “The Northwest Archivists Mentoring Program: A Case Study”: <http://www.jstor.org.www2.lib.ku.edu/stable/43489670>
- KU Fact Book, Faculty & Staff: <https://aire.ku.edu/faculty-and-staff>
- KU School of Social Welfare Land Acknowledgement: <https://socwel.ku.edu/>
- Nicola Andrews, “It’s Not Imposter Syndrome: Resisting Self-Doubt as Normal for Library Workers”: <https://www.inthelibrarywiththeleadpipe.org/2020/its-not-imposter-syndrome/>
- Rachel Vagts, “The Value of Mentorships”: <https://offtherecord.archivists.org/2020/12/04/the-value-of-mentorships/>
- SAA Mentoring Tip Sheet: <https://www2.archivists.org/membership/mentoring/tip-sheet>
- Shawn Higgins, “Bridges: United States Academia for First-Generation and International College Students: <http://tupress.temple.edu/open-access/north-broad-press/39>

POC in LIS

Summit Contact Information

L. Marie Avila

Undergraduate
Engagement Librarian

avila@ku.edu

Letha E. Johnson

Kansas Collection
Curator

ljohnson18@ku.edu



Loyola Marymount University
William H. Hannon Library

