

ViMLoC

VISIBLE MINORITY LIBRARIANS OF CANADA NETWORK: 2018 MENTORSHIP PROGRAM RESULTS

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ViMLoC: A collaborative network established in 2012 to connect, engage, and support visible minority librarians of Canada

2018 ViMLoC Mentorship Program ran from October – November 2018

Participants: 25 mentors, 48 mentees

23 mentors: 2 mentees each; 2 mentors: 1 mentee each

44 mentees visible minority mentor; 4 mentees non-visible minority mentor

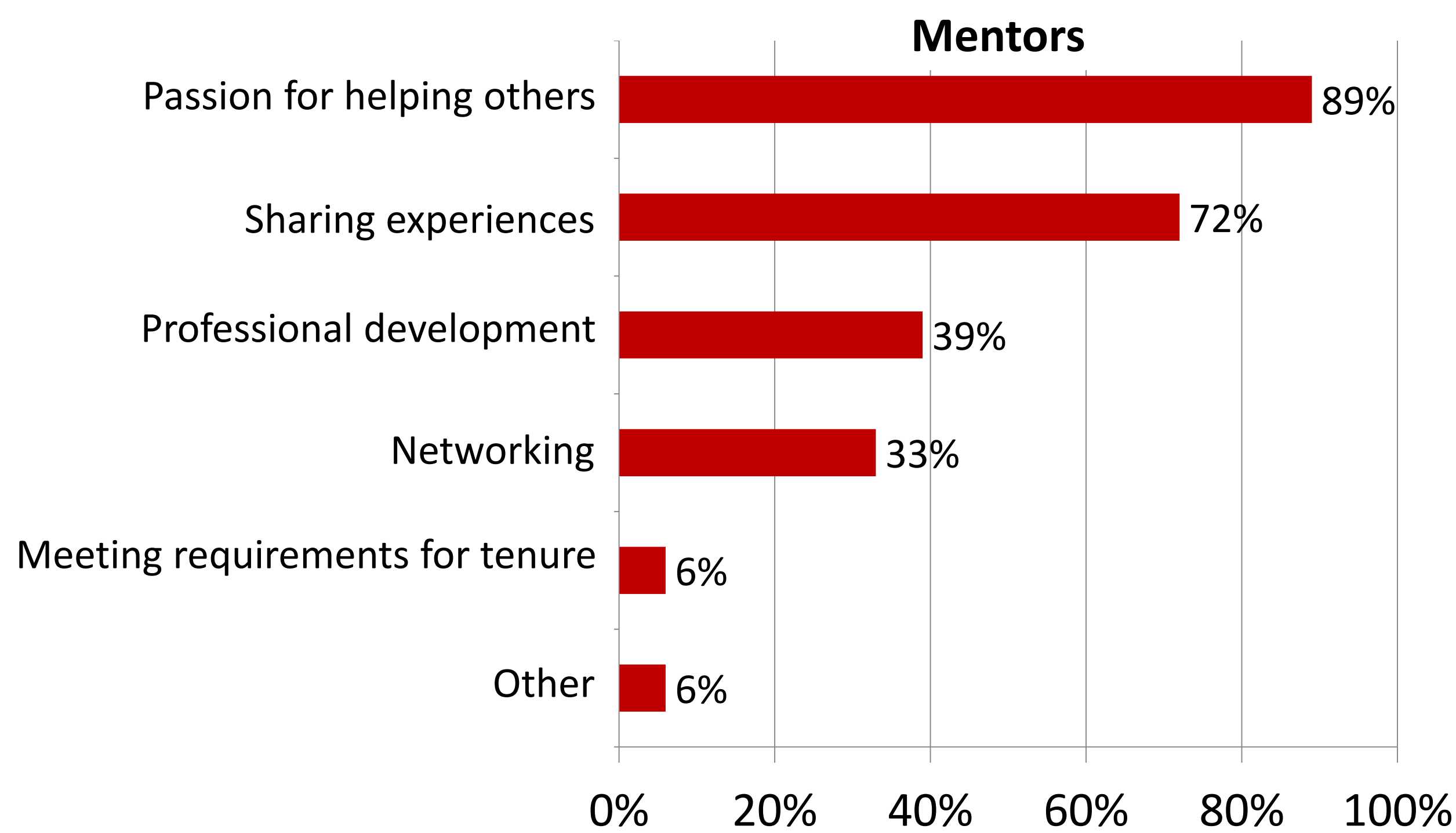
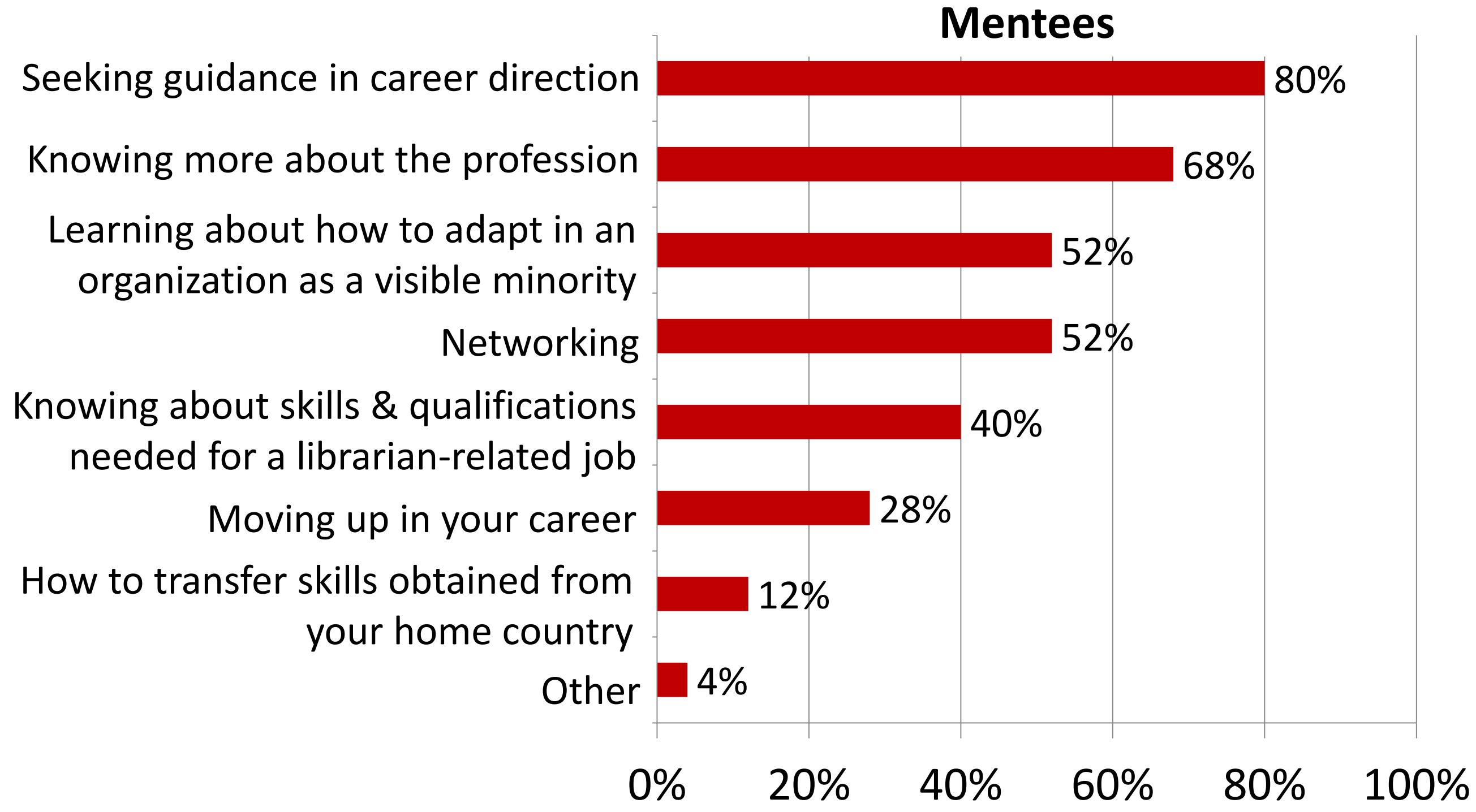
Follow up Qualtrics survey responses: 19 mentors, 25 mentees

Response rates: mentors - 76%, mentees - 52%, total - 60%

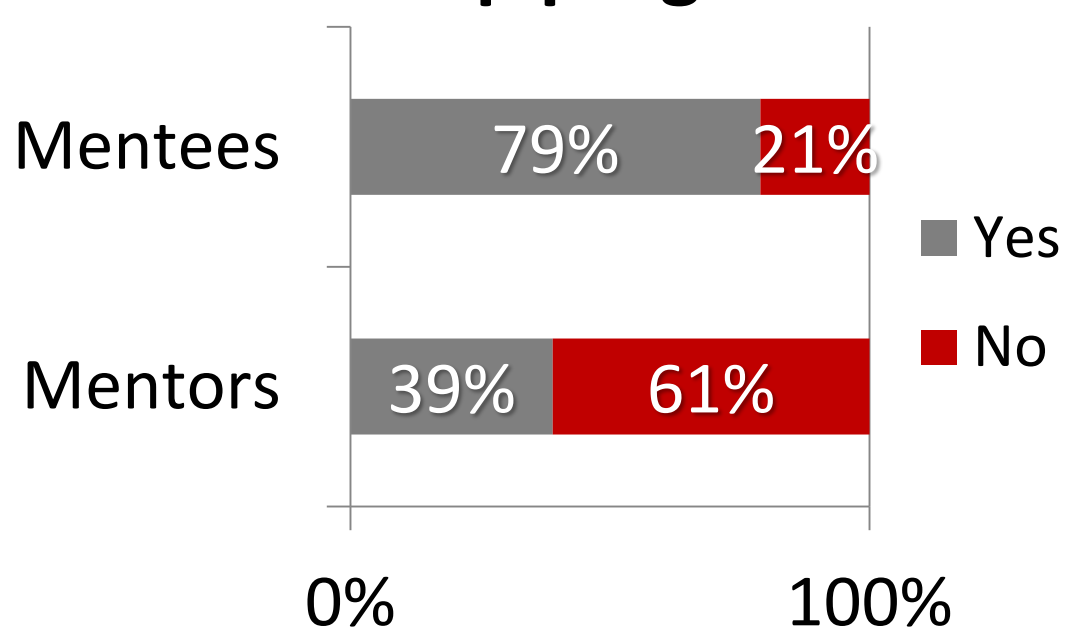
Mentees' preferences for being matched with a mentor, ranked by importance (1=most important and 4=least important)

Rank	Race/Ethnicity	Geographic location	Language	Library type
1	6	15	15	22
2	20	14	12	13
3	10	8	11	10
4	13	12	11	4

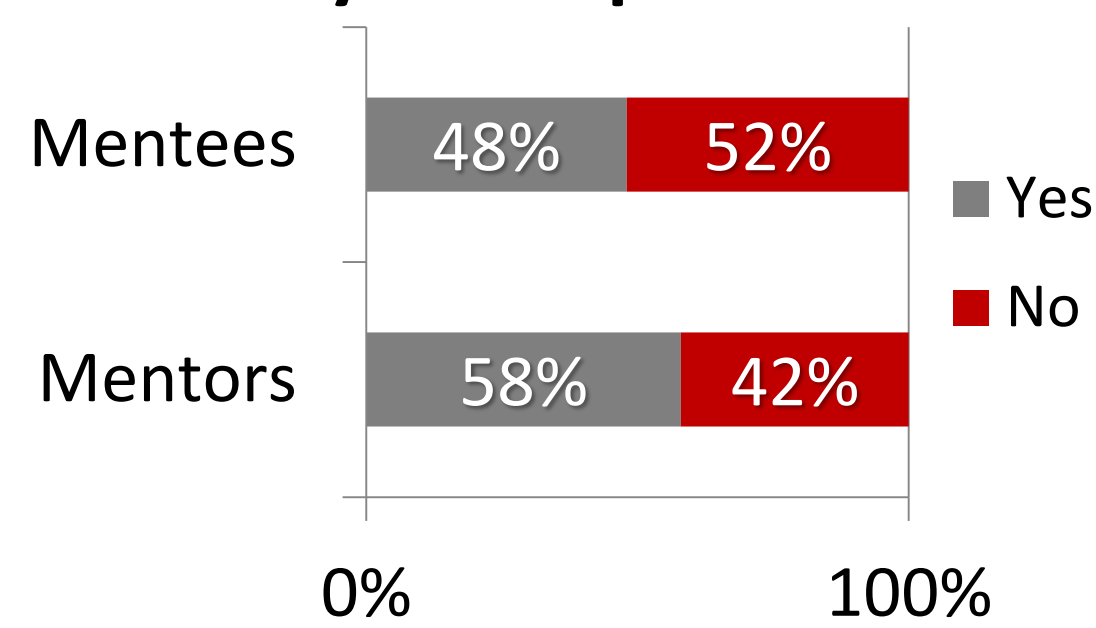
Reasons for participating in this program



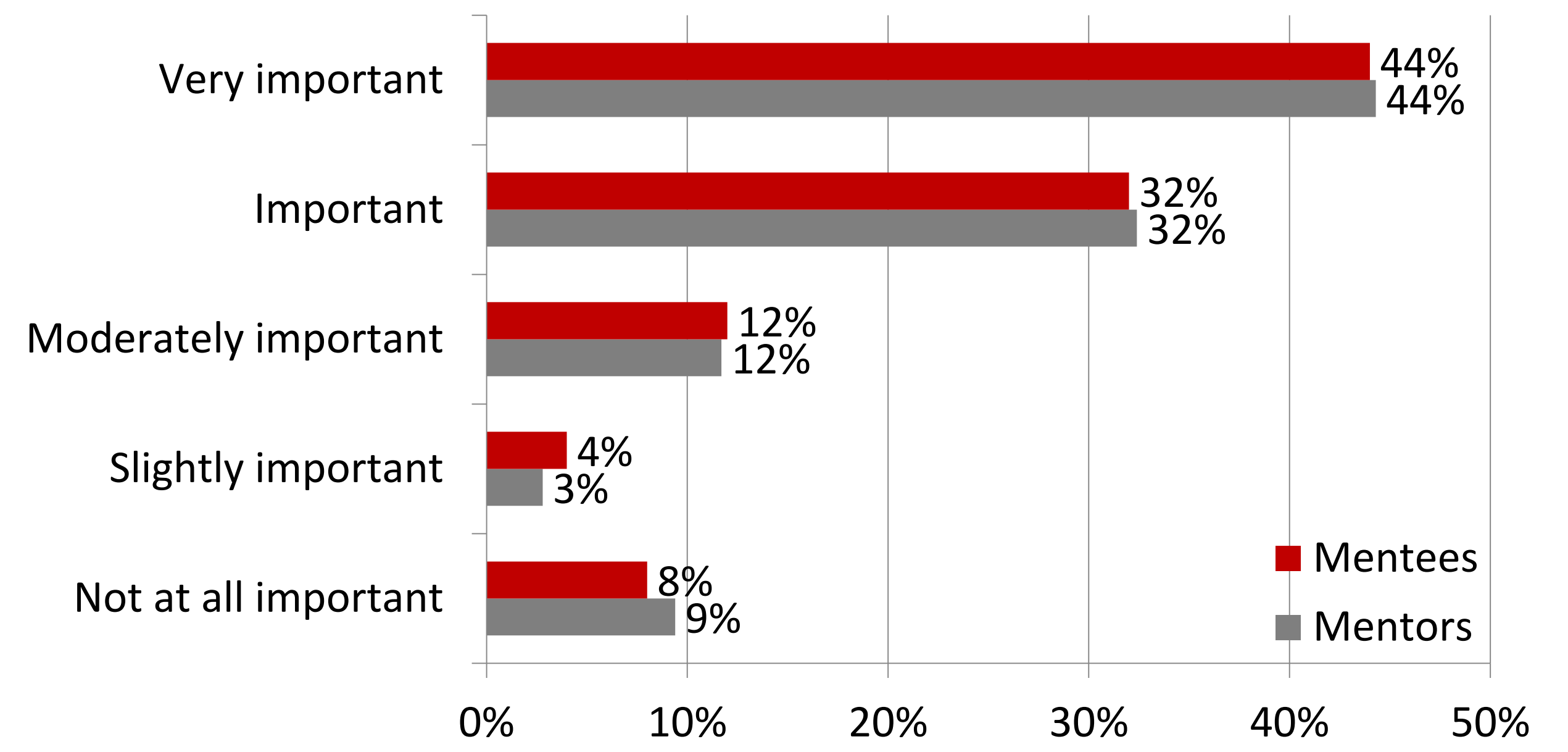
Is this your first experience through a formal mentorship program?



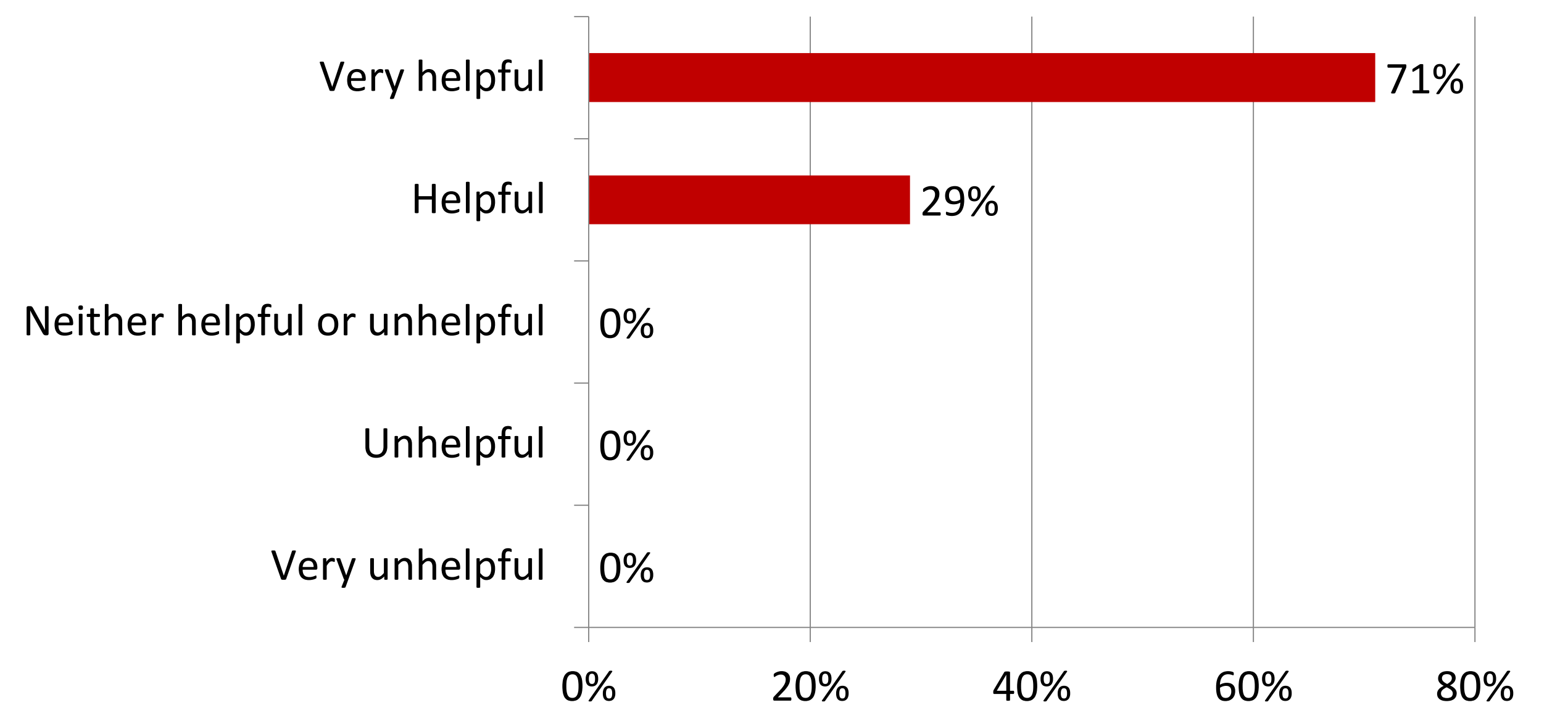
Did you discuss issues or experiences about being a visible minority in the profession?



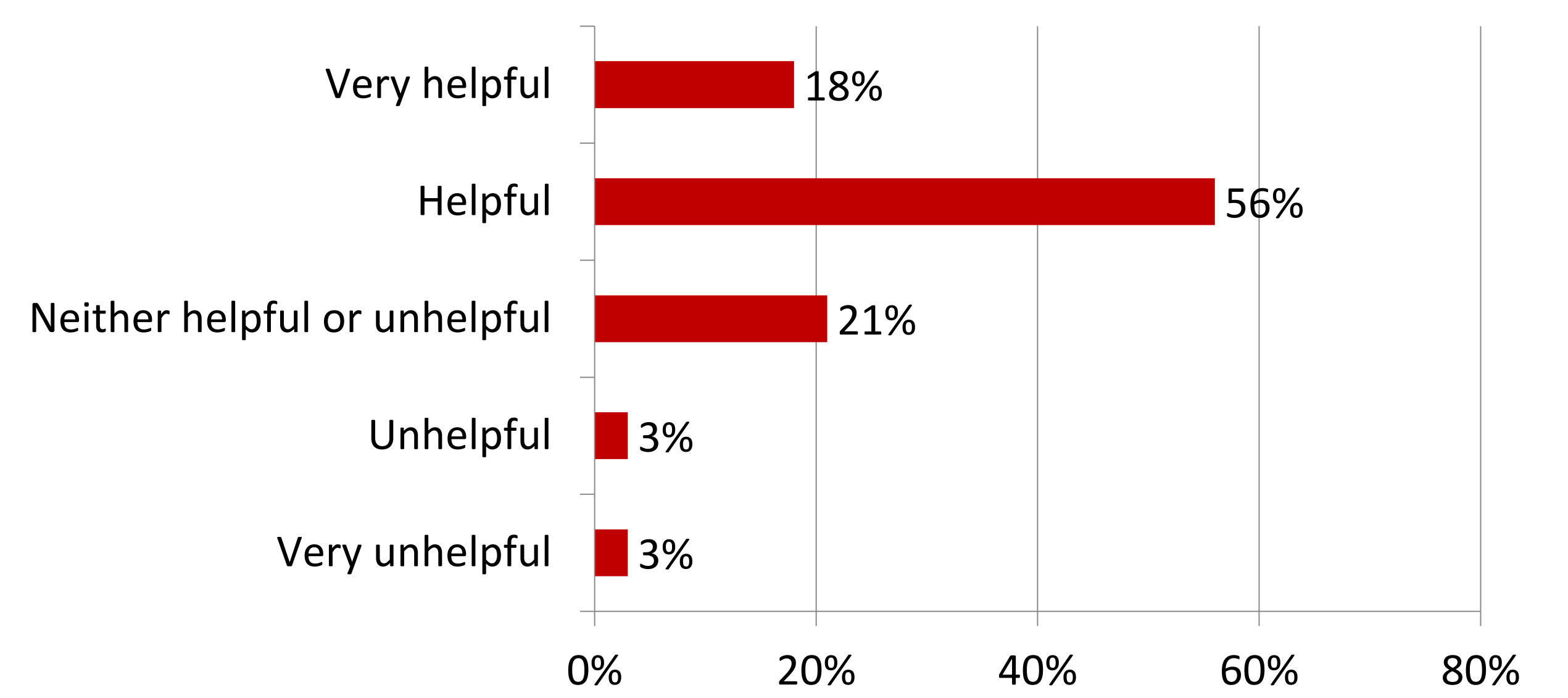
How important was it to you that the mentoring partner was a visible minority?



How helpful was your mentor in providing assistance?



How helpful do you think you were in assisting the mentee?



Top five areas identified by mentees that their mentor was able to help with

Share own professional experience with you	92%
Provide encouragement	76%
Provide career counselling	72%
Share experience about the day to day work	68%
Address your professional concerns	60%

The most important skills to build a successful mentoring relationship common themes:

- communication (timely, professional, reliable)
- interpersonal skills
- flexibility
- openness
- honesty
- clear and reasonable goals/expectations