

Our Pink Drink Chats: The Importance of Mentoring (Formal, Informal and Peer)

Jamia Williams, MLS
Twanna Hodge, MLIS

SESSION DESCRIPTION

Mentorship is a way to cultivate a mutually respectful and beneficial relationship with an individual through consistent nurturing with being vulnerable and honest about various topics. Sometimes these interactions need a Starbucks “pink drink” to help process challenging issues and situations. It allows us to commiserate, take a step back to re-frame the problem, and a brief respite from the demands of the work and personal commitments. It offers a space to engage in community care and support each other’s well-being. Participants will leave with several takeaway strategies for inclusive mentoring, especially for BIPOC, early-career librarians.



Land Acknowledgement

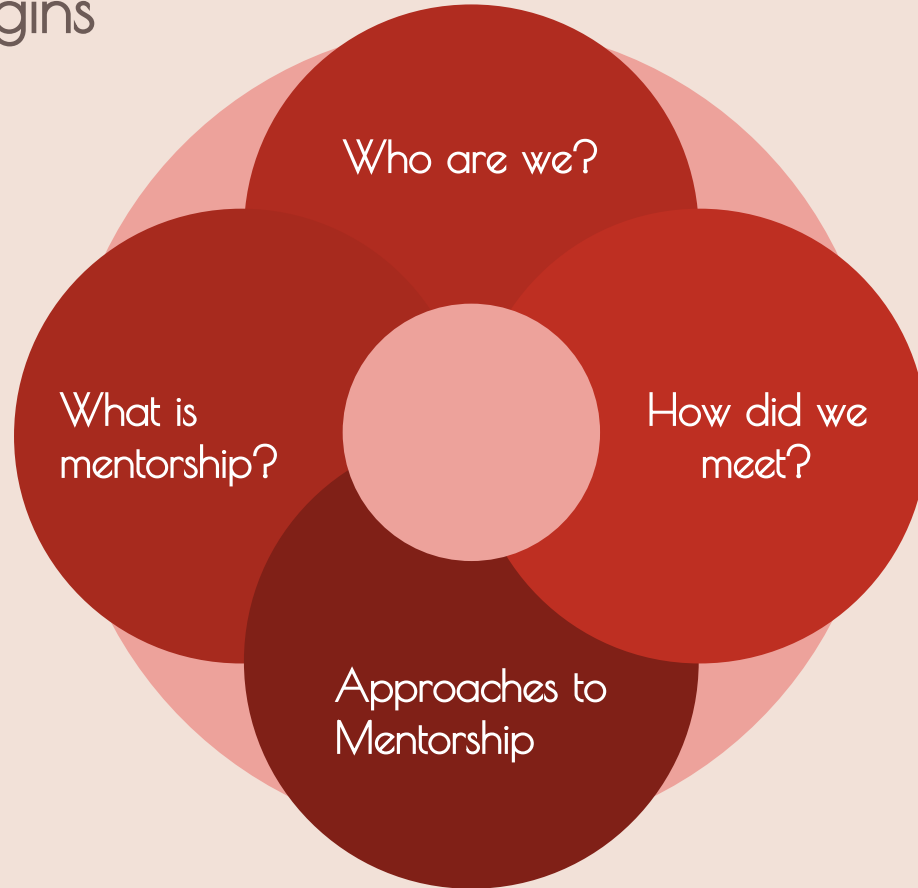
Upstate New York

I am in the ancestral and unceded territory of the O-non-dowa-gah, (pronounced: Oh-n'own-dough-wahgah) or "the people of the Great Hill." In English, they are known as Seneca people, "the keeper of the western door." Together, with the Mohawk, Cayuga, Onondaga, Oneida, and Tuscarora, the Seneca make up the sovereign Haudenosaunee (ho-dee-no-SHO-nee) Confederacy. We pay respects to their elders past and present.

North Central Florida

I acknowledge that for thousands of years the area now comprising the state of Florida has been and continues to be home to many Native Nations. I further recognize that the main campus of the University of Florida is located in the heartland territory of two historically-known Native societies – those of the Potano and of the Alachua Seminole. As a part of our current stewardship, the UF Libraries acknowledges its obligation to honor the ancestral, present, and future Native residents of Florida.

Introductions/Origins



The Importance of Mentoring



The Benefits of Mentoring

What are the benefits for the mentee?

What are the benefits for the mentor?

What are the benefits for the institution/organization/association?

What are the benefits for librarianship?



Takeaway Strategies for Inclusive Mentoring

- Understand you and your mentees identities, racial/ethnic, etc.
- Vulnerability
- Cultural Humility
- Intellectual Humility
- Emotional Intelligence
- Human-centered Approach
- Healing/Trauma Centered Approach
- Open to Conflict
- Honest
- Reflective Practice
- Intervention/Calling In
- Communicative
- Self-Awareness
- Flexible
- Open-minded
- Supportive

References

- Audre Lorde, "Learning from the 60s" speech. Malcolm X weekend at Harvard University. <https://www.blackpast.org/african-american-history/1982-audre-lorde-learning-60s/>
- Rosalinda Hernandez Linares and Sojourna J. Cunningham. "Small Brown Faces in Large White Spaces." In *Pushing the Margins: Women of Color and Intersectionality in LIS*, edited by Rose L. Chou and Annie Pho, 253-271. Sacramento: Library Juice Press, 2018.
- Shannon D. Jones and Beverly Murphy Diversity. "Recruiting and Retaining a Diverse Workplace." *Diversity and Inclusion in Libraries: A Call to Action and Strategies for Success*, edited by Shannon D. Jones and Beverly Murphy Diversity, 85-86. Lanham, MD: Rowman & Littlefield, 2019.
- Lisa A. Ennis and Nicole Mitchell. *The Accidental Health Sciences Librarian*, 147. Information Today, Inc. 2010.
- Lorelei Rutledge, Jay L. Colbert, Jay, Anastasia Chiu, and Jason Alston. *Developing a Residency Program: A Practical Guide for Librarians*. Maryland: Rowman & Littlefield, 2019.

Resources

April Hathcock, White Librarianship In Blackface: Diversity Initiatives In LIS, *In the Library with the Lead Pipe*, October 7, 2015, <https://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>.

Clement Ola Adekoya, Joseph Kehinde Fasae, Mentorship in librarianship: meeting the needs, addressing the challenges, *The Bottom Line*, Volume 34, Number 1, 2021, pp. 86-100.
<https://doi.org/10.1108/BL-09-2020-0063>

Diane L. Lorenzetti, Susan E. Powelson, A Scoping Review of Mentoring Programs for Academic Librarians, *The Journal of Academic Librarianship*, Volume 41, Issue 2, 2015, pp. 186-196, ISSN 0099-1333,
<https://doi.org/10.1016/j.acalib.2014.12.001>.

Kevin M. Ross, "Purposeful Mentoring in Academic Libraries." *Journal of library administration* 53:7-8 , 2013, 412-428, <https://doi-org.brockport.idm.oclc.org/10.1080/01930826.2013.882195>

Lisa K. Hussey, Jennifer Campbell-Meier, Is There a Mentoring Culture Within the LIS Profession?, *Journal of library administration*, 57:5 2017, 500-516, <https://doi-org.brockport.idm.oclc.org/10.1080/01930826.2017.1326723>

The Importance of Mentors: Five Reasons Why Mentors are Essential and How to Find Them
<https://www.pmtraining.com/about/the-importance-of-mentors-five-reasons-why-mentors-are-essential-and-how-to-find-them>

Contact Information

Twanna Hodge, MLIS

Diversity, Equity, & Inclusion Librarian

University of Florida Libraries

twanna.hodge@ufl.edu

Jamia Williams, MLS

Health Sciences Librarian

SUNY Brockport Drake Memorial Library

jwilliams@brockport.edu

