

NMRT & Diversity Committee Meeting for Mentorship Program Development

3/16/2022

Present: Laura, Gina, Michelle, Chaun, Robert

- Mentorship Program (we put our foot in our mouths and said we'd do this so we'll be doing this)
- Robert: What does a successful mentorship program look like in this sort of organization?
- SAA mentorship program: tailored to what individuals are interested in and try to match you with someone who matches with your interests
 - Low level input, like check-in style mentorship
 - <https://www2.archivists.org/membership/mentoring>
- Formalized training - how do we give them the tools to work together, emotional work, losing your mentor, giving access to helpful resources
- There's a difference between formal and structured, and we probably want to keep it as a loose structure
- NMRT Interest Group Introduction - we do this annually and could be a good time to do a mentoring things
- Mentor and Mentee programs at conference
- Karen Manning is interested in seeing how mentorship and membership can work together and Karen is interested in doing something but we're unsure if there's anything they've set up.
- Peer Mentoring may pair with the Building Belonging for BIPOC or LGBTQ
- Don't let money be a limitation for who can join - see Buddy Program
- Have peer mentoring be free and have the traditional mentoring program could be for paid membership
- What's the timeline like? How would this be a 6-month program or year-long?
- What do we want to accomplish with the mentoring programs?
 - What will people have to do to prepare for it
 - What responsibilities would the mentors have? What tools would we need to supply them with?
 - Provide resources to mentors as a form of training
 - Would we have requirements for amount of experience in the field for mentors?
- Wrap up activity/write up at the end of the traditional mentoring program
- How could burnout affect the program? Could this program be refreshing and increase connections between people
- Who would run the mentorship program? Division, Subcommittee, Interest Group?
 - Divisions have the most amount of decision making power. Below them are committees, and interest groups are at the bottom.
 - Desire to get the "Belonging Division" (from DEI task force) started in GLA, and mentorship program could live there
 - Have a liaison member from each group

- Part of the training process, so that people don't just fall off and drop off from the program
 - How to create open conversations about people being overwhelmed or having other commitments that

Wrap-Up:

- Thursdays at 3pm generally work for us, so we will plan to meet again in the coming weeks and hash out some initial goals and steps.
- Think more on guidelines/training for the program, what we want the goals to be, how we want the traditional and peer mentoring groups to function.