



# Mentorship Program

## Program Overview

The CALL Mentorship Program is an initiative intended to connect law library professionals pursuing new professional development with more experienced professionals. The program aims to foster positive relationships between members that will promote growth, leadership, and commitment to the profession. Mentees can come from any background in legal librarianship or even straight from a library program at the university or college level. There is no maximum number of years in the profession for mentees - if you feel that you would like to grow as a professional in your job or your new tasks, and would benefit from the guidance and support of another professional, then being a mentee could be for you. Similarly, mentors can come from any area of legal librarianship with no set minimum number of years in the profession. As a guideline, however, we suggest five years' experience. Mentors have the opportunity to help in the professional growth of a colleague and, by extension, strengthen legal librarianship as a profession. Mentors may also find the partnership enables their own professional growth and heightens engagement in the profession and the CALL community.

## Benefits and Rewards

### Mentees

- Learn new skills, techniques, or theories of legal librarianship
- Make professional connections within the legal library community
- Receive feedback, suggestions, and encouragement from experienced professionals

### Mentors

- Develop and refine leadership and coaching skills
- Assist in the professional growth of new library staff and help a new generation of librarians navigate the profession
- Exposure to new ideas and fresh perspectives facing the profession



## Eligibility

### Mentees

- A member of CALL
- Interested in learning more about legal librarianship as a profession, about a particular type of legal librarianship, or a more specific task within legal librarianship
- Willing to ask questions and engage in conversation about the profession

### Mentors

- A member of CALL
- Recommended five years' experience in legal librarianship
- An enthusiasm for guiding and supporting others in the profession
- A willingness to share experiences and ideas and to learn from your mentee in turn

## Length of Mentorship

Participation in the program is a one year minimum commitment. After the matches are made, mentors and mentees are encouraged to maintain their relationship for one year. At that point, either party may re-apply to the program and receive a new match. If, however, the relationship is strong and both partners wish to continue working with each other, we encourage your continued professional development growth as a team!

## Screening Process

Both mentors and mentees are asked to complete the online application form. These forms will be screened by the Mentorship Program Sub-Committee, and partnerships will be made with the aim of connecting the best pairs based on the criteria supplied by the applicants.

## Level of Commitment Expected

The level of commitment necessary to participate in the program depends on many factors, but everyone applying to the program as either a mentor or a mentee should come prepared to maintain a regular correspondence, be enthusiastic for the potential for professional growth, and be flexible in terms of



communication strategy.

It may not be possible to have a mentor or mentee within your geographic area. As this program is a Canada-wide program, there is a chance your partner will be located in another city or even province. Alternatively, your mentor could be across town! Since any of these scenarios is possible, it will be necessary for you to be prepared to keep up a partnership that may be dependent on email, phone, or video conference. You may be able to do in-person meetings as well.

Your time commitment to the program will depend on the communication you use and the goals established for your partnership. For some pairings, a monthly or biweekly email or phone call may be what is required; in other cases, you may want to commit to a monthly lunch meeting. The combinations are endless, but in any case, it is important to know that entering into this program means you understand that there is a time commitment involved. In all cases, enthusiasm for the program is a must!


## **Expectations and Restrictions**

- The Mentorship relationship must be considered a safe space by both Mentor and Mentee. The principles of respect and confidentiality of all communications must govern the relationship at all times.
- Mentors or mentees who recognize that a mentorship relationship is not fulfilling their needs, or that they are unable to continue their commitments are asked to notify the other person in writing of their intention to end their involvement in the mentorship relationship.
- Mentors or mentees who decide to end their mentorship relationship are asked to notify the Mentorship Coordinator. Individuals who wish to continue under the Mentorship Program should state this in written form to the coordinator; however, we may not be able to immediately find a new match for you.
- Mentorship matches will be limited by the number of applicants. The Mentorship Program Sub-Committee will do their best to find a match for all participants; however, this may not always be possible.
- The Mentorship Program Sub-Committee cannot guarantee that mentoring partners will be located in the same city. The Committee will try its best to match participants according to location and interests but this may not always be possible.

Please note that the Mentorship Program treats all applicants as professionals. The only screening we will do is ensuring that applicants are CALL members. Accordingly, neither CALL nor the Mentorship Program shall be held responsible for the actions of any program participant.

## **Evaluation Process**

A short evaluation survey will be sent to mentees and mentors at the end of each mentoring year to solicit feedback. The Membership Development Committee welcomes any comments or ideas that will help improve



the program for future participants.

If you have any suggestions for how the program should be evaluated, please submit them to the Membership Development Committee at [membership@callacbd.ca](mailto:membership@callacbd.ca).

## **FAQ's**

*Why should I become a mentor or mentee?*

Mentorship encourages the development of positive relationships within the profession while encouraging the important principles of continuing education, professionalism, and contribution. As a mentor, you can help other professionals build their skills and achieve their goals. As a mentee, you will benefit from the guidance and support of an experienced professional.

*Who can be a mentor or mentee?*

Any CALL member can participate in the mentorship program. As a guideline, we encourage mentors to have at least 5 years of experience.

*Will I be paired with a mentoring partner in my city?*

The Membership Development Committee cannot guarantee a local mentorship partner. Mentors are volunteer-based so the number of mentors and their geographic distribution may vary from year to year. Similarly, mentees (students & professionals) are distributed across the country. Historically, most mentors have been based out of Ontario. There are usually a couple of mentors from BC and the Maritimes as well.

*What can I expect from a mentoring relationship?*

The mentorship program is a one year minimum commitment during which mentors and mentees agree to communicate regularly with one another. Partners should set goals for their mentoring partnership to help guide and get the most out of their relationship. A mentor will become a friend, advisor, and role model to the mentee. Mentoring partners may not necessarily be located in the same city so you should be prepared to connect with your partner via email, phone, video conference, or in person.

*When can I apply to the Mentorship Program?*

The mentorship program runs from May to May on an annual basis. Mentorship applications will be accepted online beginning in March. After applications close, the Mentorship Program Sub-Committee will review the applications and match participants. Mentors and mentees will be notified of their matches in April.

*Who do I contact if I have questions?*

The CALL Mentorship Program is administered by the Membership Development Committee. Please send an



email to [membership@callacbd.ca](mailto:membership@callacbd.ca) if you have questions about the program.