Emerging Leaders
2019 Team Report
Project Team G
International Peer-Mentoring: A Pilot Project

Project Host Unit: ALA International Relations Round Table
Emerging Leaders Team Members: Kelly Grogg, Adrienne Keane, Georgina Rivas-Martinez, Trina Rivera, Stacey Shapiro
Member Guide: Dr. Muzhgan Nazarova
Staff Liaison: Delin Guerra
Project Description

Building on the success of the International Librarians Network (ILN), which was discontinued in March, 2017 this project is an attempt to start an international peer-mentoring program within the IRRT. IRRT was one of the original partners of ILN. One of the major goals of this project is to facilitate the international exchange and partnership between library professionals in different countries, building global networks and supporting knowledge and information exchange among colleagues around the world. One of the initial stages of the project, in addition to proper advertising and marketing among the national and international members of ALA including the IRRT members, will be to create a special space on the IRRT website as a part of one of the IRRT committees where interested individuals can apply and the information will be entered in the database. The role of the IRRT team working directly with this project will be finding the right match and coordinating this partnership. As it is clearly indicated in the title this project is a pilot and depending on the results on how successful this project will be it will continue or discontinue in the future. The model of the IRRT Sister Libraries Committee coordinating the partnership between the libraries will also be used.
Acknowledgments

We would like to thank our Member Guide Dr. Muzhgan Nazarova, our Staff Liaison Delin Guerra, and our Project Architect Brenda Hahn. We would also like to thank Joan Weeks, Grace Yan Liu, and the ALA International Relations Round Table Executive Board for their assistance. This project would not be possible without their sponsorship, guidance, and support.
1. Introduction

Team G was tasked with implementing a pilot program for an international peer-mentorship within the International Relations Round Table (IRRT). This program was modeled on the International Librarians Network (ILN) peer mentor program, which ended in 2017.
The expected goals of this project were to:

**Goal 1**
Facilitate the international exchange and partnerships between library professionals in different countries

**Goal 2**
Establish and build global networks among information professionals

**Goal 3**
Support knowledge and information exchange among colleagues around the world
Timeline

Spring 2019

**Meet at ALA Midwinter**
Group G met in person with Dr. Muzhgan Nazarova and began planning the project.

**February**

**Project Planning**
Group G established communications guidelines, divided and assigned responsibilities, and created a working task list.

**March**

**Research**
Group G researched ILN, other existing mentorship programs, peer mentorship, and virtual mentorship.

**April**

**Program Design**
Based on our research, we designed the mentorship program and reached out to partner organizations.

**May**

**Final Product**
We created the application, evaluation, website wireframes, social media marketing materials, email script, blog, final report, and poster.
**Research**

**International Librarians Network (ILN) Resources**

The ILN published several reports and papers detailing the running of their successful online peer mentoring program that became the basis for our program.

**Research on Virtual and Peer Mentorship**

We reviewed the scholarly literature on virtual/online mentorship programs, as well as peer vs. traditional mentorship to help us structure our mentorship program.

**Existing Mentorship Programs**

We examined existing successful mentorship programs within ALA (ALSC, REFORMA, LLAMA), as well as the New Jersey-based MentorNJ.
2. Program Design

International Librarians Mentorship Program (ILMP)
Pilot Program

◎ First 50 eligible applicants accepted
◎ Eligibility requirements:
  ○ Reliable Internet access
  ○ Fluent English skills
  ○ Able to commit one hour per week for four months (September-December 2019)
◎ Applications accepted from July 1-August 1
◎ Program runs September 1-December 31
Our application is available online as a Google Form: https://bit.ly/2WM68OC

Application questions include:
- Country of residence
- Type of library
- Professional interests
Matching

We plan to match participants manually for our pilot round, potentially looking into automated matching in the future.

1. Country of residence
   Country of residence will be given the highest priority to ensure we match participants from different countries.

2. Type of library
   If participants request to be matched with someone from a particular type of library, this will be given second priority.

3. Professional interests
   If participants request to be matched with someone with similar professional interests, this will be given third priority.
## Marketing Strategy and Materials

### Website

Includes:
- About
- How to Apply
- Communication
- Contact Us
- Participant Stories (blog)
- Volunteer

See our website at: [http://www.ala.org/rt/irrt/irrtmentorprogram](http://www.ala.org/rt/irrt/irrtmentorprogram)

### Email

- Contact list of individuals and organizations that will help promote ILMP via their contacts and listservs
- Final draft of email invitation to partner organizations

### Social Media

Canva branding image for use across platforms

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**Connecting International Librarians - Mentorship Program**

apply today! [ala.org/rt/irrt/irrtmentorprogram](http://ala.org/rt/irrt/irrtmentorprogram)
International Librarians Mentorship Program

Welcome to the International Librarians Mentorship Program

The International Librarians Mentorship Program (ILMP) is modeled after the International Librarians Network (ILN) Peer Mentor Program with the goal of assisting librarians around the world to network and expand their skills in librarianship through a cooperative and collaborative program. This program is designed to be self-guided, all participants to form a collaborative relationship with one another over a 4-month period.

Apply today for an opportunity to be a part of our pilot program! If you’re accepted, you can join us and help by writing posts for our blogs and giving us feedback on how to continuously improve this program.

History

In order to facilitate international exchange and partnership among librarians around the world, the ALA International Relations Round Table (IRRT) created a program for a group of 2019 Emerging Leaders, based on the International Librarians Network started in Queensland several years prior. The Emerging Leaders team worked with IRRT in order to implement a pilot program that replicates the successes of the ILN in a sustainable way and closely aligned with IRRT values.

Website

Visit us at [http://www.ala.org/rt/irrt/irrtmentorprogram](http://www.ala.org/rt/irrt/irrtmentorprogram)
Welcome to the Connecting International Librarians Mentorship Program

This blog is a tool for members and a place to share their experience in this program.

Hello:

Welcome all of you to the mentorship program for connecting international librarians. This program is modeled after the International Librarians Network, with the hopes of reaching out to librarians from all races and backgrounds and bringing them together to collaborate and guide one another in the field of librarianship. Our hopes for you is to create a line of communication between one another that can provide insight to problems, services, dreams, and solutions across our community and library. Please use this blog a tool for your partnership during the next few months and share with us the ups and downs during your travels. You will find tips for communicating with one another, topics that may interest you and drive up conversation, and/or projects that you may want to attempt together during your partnership. We wish you luck and are excited to hear of your collaborations.

Blog

Share your experience at

https://connectinglibrarians.blogspot.com
Canva Branding Image
For use across social media platforms
We created a follow-up evaluation survey that participants will receive upon completion of the program to help us improve.
3. Recommendations for the Future

Funding and Partnerships
Two Recommendations for Sustainability

**Funding**
We recommend that IRRT fund a part- or full-time permanent position to run the ILMP.

**Partnerships**
We recommend that IRRT continue to explore and pursue partnerships with MentorNJ, the IRRT Sister Libraries Committee, IFLA, and other organizations.
Thanks!

Any questions?

Reach out to us at:
irrt.mentorship@gmail.com