

# Doors Open Publishing Mentorship Program



CANADIAN  
PUBLISHERS'  
COUNCIL

## PROGRAM OUTLINE

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## Frequently Asked Questions

### **What is the Doors Open Publishing Mentorship Program?**

The Doors Open Publishing Mentorship Program is a one-to-one mentorship program presented by the Canadian Publishers' Council. Each mentee will be paired with a mentor who works in the Canadian publishing industry. Mentors and mentees will meet once a month for six months. This mentorship program will:

- Provide networking opportunities for individuals from underrepresented communities in an effort to boost diversity within the publishing industry;
- Share knowledge on potential career pathways in our sector;
- Include a wide range of publishing professionals to showcase the breadth of the industry.

### **Who is this program for?**

This program is created for individuals who are traditionally underrepresented in the Canadian publishing industry including, but not limited to, racialized people, people in the 2SLGBTQIA+ community, and people with disabilities. Marginalized communities face barriers to the Canadian publishing industry and this program aims to reduce those barriers by providing direct access to industry connections with the long-term goal of fostering career potential.

### **What is the expected time commitment for mentees?**

Mentees should expect to commit approximately eight hours over the course of six months. The breakdown of the time commitment is below.

- One-hour orientation session before the start of the program.
- Six, one-hour meetings with mentors throughout the program.
- Two thirty-minute reflection meetings with the program coordinator (conducted halfway through the program and at the conclusion).

### **When will the program begin?**

The program will begin in 2026.

### **Where will the program take place?**

The mentorship program will be fully remote with an optional in-person event at the end of the program. Mentors and mentees will decide on the communication method (Zoom, Microsoft Teams, Google Meet, phone call, etc.).

## Frequently Asked Questions

### **What are the measurable goals for mentees?**

This program is designed to provide mentees with career exposure and industry access, with job outcomes as a long-term aspiration.

### **Other measurable goals for mentees include:**

- Each mentee completes a tailored resume and cover letter.
- Each mentee identifies at least two actionable next steps or opportunities post-mentorship.
- Each mentee expands their network by at least two new contacts.

These goals are here to provide a framework of actionable steps, but mentors and mentees are strongly encouraged to craft goals according to the mentees' needs.

### **How can I apply to be a mentee?**

If you are interested in becoming a mentee, please apply through [the mentorship application form](#). If you have any additional questions, or require any accommodations throughout the application process, contact the program coordinator by email, [info@pubcouncil.ca](mailto:info@pubcouncil.ca).

## Timeline

The program coordinator to meet with mentees to discuss goals, expectations, proper boundary-setting, and general program etiquette. Mentors and mentees will begin their monthly meetings. All meetings are encouraged to last for 45 minutes to an hour.

### **Month 1** Meet and Greet

The first meeting will consist of introductions to allow the mentor and mentee to get to know each other. Mentors and mentees can discuss their interests and current career pathways in addition to co-creating their goals and expectations for this program. Mentors and mentees are encouraged to review the program structure together and make any adjustments as they see fit.

### **Month 2** Career Discussion

In the second meeting, mentees can discuss their career interests and goals in more depth. They will brainstorm ways for the mentor to support the mentee. The mentor will offer any insights into the industry, specifically concerning their own role and their day-to-day duties.

### **Month 3** Opportunities Around the Industry

This meeting will focus on the mentor sharing “enrichment opportunities” from within their own organization and around the industry. These opportunities are not limited to jobs or internships; mentors can suggest publishing webinars, book events, book festivals, etc. Mentees and mentors will work together to determine which opportunities better serve the mentees’ growth. Mentees are encouraged to look into the opportunities in time to discuss at the next meeting.

## Timeline

The program coordinator will check in with mentees and mentors to discuss progress and any potential concerns.

### Month 4 Trial and Error

Mentees report back to their mentor on where they succeeded or struggled when looking into enrichment opportunities in the publishing industry. At the end of the meeting, mentees will send their mentors their cover letter and resume for review. Mentees are encouraged to tailor their resume and cover letter to a specific position/department or current job posting.

### Month 5 Cover Letter and Resume Feedback

Mentors and mentees will discuss the mentees' cover letter and resume. Mentors will highlight the strengths and weaknesses and will suggest edits that will make the mentee stand out to potential recruiters. Mentors are also encouraged to point out what professional experience would be beneficial for their mentees' career goals.

### Month 6 Wrap-Up

The mentor and mentee will meet for the final time to discuss the goals the mentee has achieved, what goals have changed, and any additional support the mentor can provide before the end of the program.

The program coordinator will meet with mentees and mentors to discuss the strengths and weaknesses of the program. The program coordinator will follow up with mentees after six months to discuss career progress. The program coordinator will organize a dinner/in-person activity for mentors and mentees who are able to commute to Toronto.

# Monthly Meeting Prompts

## Month 1 Meet and Greet

### Questions for mentors to ask mentees:

- Why are you interested in publishing?
- What do you know about publishing?  
What are your assumptions about the industry?
- What is your professional or educational background?
- What are your goals for this program?  
How can I help you achieve them?

### Questions for mentees to ask mentors:

- What made you want to participate in this program?
- Did you always want to work in publishing?  
Why or why not?
- What's the biggest misconception people have about publishing/your position?
- How can we work together to achieve my goals through this program?

## Month 2 Career Discussion

### Questions for mentors to consider:

- What does my day-to-day role entail?
- How does my role fit into the larger publishing landscape?
- Does my role resonate with my mentee? Why or why not?

### Questions for mentees to ask mentors:

- What previous educational or professional experience helped you get the position you currently have?
- Did you always want to work in the position you have or did your career desires/needs change over time?
- Is there a lot of professional growth in your department/company? Do you feel like you are able to grow professionally?
- Do you enjoy your current role? What are its benefits and challenges?

# Monthly Meeting Prompts

## Month 3 Opportunities Around the Industry

### Questions for mentors to consider:

- What opportunities are accessible for my mentee?
- What opportunities would interest them on a personal level?
- What opportunities coincide with their career interests and goals?

### Questions for mentees to consider:

- Is this opportunity accessible for me?
- Will this opportunity challenge me in any way? Does it align with my interests/passions?
- Will this opportunity broaden my knowledge of the publishing industry?
- Is this the kind of opportunity that I can mention on my resume/cover letter?

## Month 4 Trial and Error

### Questions for mentors to consider:

- If they enjoyed the enrichment opportunity, are there similar opportunities I can recommend?
- If they did not enjoy it, what other opportunities can I recommend?

### Questions for mentees to consider:

- Was I able to participate in the suggested enrichment opportunities? Why or why not?
- What did I enjoy about the enrichment opportunity? What challenged me?
- Can I use any aspect of the enrichment opportunity towards my publishing career?
- Did the opportunity reinforce or challenge what area of publishing I'd like to work in?

# Monthly Meeting Prompts

## Month 5 Cover Letter and Resume Feedback

### Questions for mentors to consider:

- How can their cover letter/resume be altered to align with their career goals or desired publishing position?
- Does their cover letter/resume accurately reflect their skills?
- Are there any publishing opportunities that are currently open?

### Questions for mentees to consider:

- Are there any current publishing job openings that I could potentially apply to?
- What skills/experience are needed for my preferred publishing position?
- Does my cover letter/resume stand out?

## Month 6 Wrap-Up

### Questions for mentors to consider:

- What was the most valuable lesson I learned as a mentor? How did I expand my leadership or communication skills?
- Did I support my mentee's goals? How could I have better supported my mentee's professional growth?
- Which aspects of the program did I excel in? Where did I struggle?
- Are there any opportunities I can share with my mentee before the program ends?
- Are there any changes I would recommend to the program structure or implementation that I can share with the program coordinator?

### Questions for mentees to consider:

- What was the most valuable lesson I learned in this program?
- Which discussions were the most compelling and/or insightful? How can I use this information in the future?
- Did I achieve the goals I set out for myself at the beginning of the program? Why or why not? If not, how can I achieve them beyond the program?
- Which aspects of the program did I excel in? Where did I struggle?
- Are there any changes I would recommend to the program structure or implementation that I can share with the program coordinator?