Description: A diversity initiative administered by the Group on Library Diversity (GOLD) designed to bring area high school students into an academic library environment to foster an interest in the library and information science profession as a possible career choice. Each Intern was paired with a library staff Mentor who guided the student through experiences that included working in various library departments, participating in group activities, and discussing library-related career paths. Two Ombudspersons provided support to the Interns throughout the program.

Interns participated in the program during the summer prior to their senior year in high school. Students interviewed for positions and were selected from University City and West Philadelphia High Schools. In 2005, seven students interned during seven weeks; in 2006, seven students during eight weeks; in 2007, seven students during eight weeks; in 2008, nine students during seven weeks.

Mentors received training from the Director of the African-American Resource Center and the Associate Director of the Netter Center for Community Partnerships. The objectives of the training included developing cultural competence, learning ways to develop relationships with people from other cultures, and developing an understanding of mentoring relationships and the importance of these relationships in student success.

Library participants included librarians, administrative staff, and members of the Collective Bargaining Unit. Participating libraries/departments included: Access Services; Law Library; Biomedical Library; FacultyEXPRESS; Fine Arts Library; High Density Storage Facility; Information Processing Center; Information Technologies & Digital Development; Libraries Events Planning; Library Human Resources and Staff Development; Post-Cataloging; Rare Book & Manuscript Library; Research & Instructional Services; Veterinary Library; and, Weigle Information Commons.

Bookstore visit & "Follow the Book": Each Intern selected a book that was purchased for the library collection. The book was followed through processing with stops in the Acquisitions, Cataloging, Post-cataloging (labeling and bookplating), Circulation, and Stacks Shelving Departments. A specially designed bookplate with the Intern's name was affixed to the book and a provenance note was added to the book's catalog record indicating the Intern's name and his/her role as selector of the item.

Team Building Workshop: This session was designed for the Interns and Mentors only. They took part in physical and mental, but fun, exercises to promote teamwork and camaraderie. This kind of interaction was extended into the Intern/Ombudspersons meetings, where the Interns conversed on various topics including workplace etiquette and P.I.E (Professionalism, Impression, and Exposure).

Departmental Visits: Interns visited departments throughout Penn's system of fifteen libraries.

Writing sessions: Interns attended classes on essay writing, plagiarism, citation standards, and how to identify reputable sources for information. A librarian served as Writing & Research Leader. The lessons learned were used for their final showcase projects.

Showcase: Each intern presented a final project at the closing ceremony. To prepare, Interns attended sessions taught by a librarian on the basics of good research and presentation skills. Each Intern selected a topic of interest (e.g., birth defects, capital punishment, the human papillomavirus (HPV), sleep disorders).

Post-Program: Interns were offered student employment positions in the Libraries during their senior year in high school and beyond.