THE LIBRARY DIVERSITY TEAM

The Library Diversity Team designed a unique internship program for recruiting under-represented minorities to the profession of academic librarianship. This program proactively addresses both the need for more diversity in the field and for more librarians, in general. Critical shortages are projected starting in 2009 when 20 percent of the profession will begin to retire. The Library Diversity Team members worked collaboratively with the Center for Community Partnerships and local community institutions to develop a six-week long internship program that would attract bright and willing teenagers from Penn’s surrounding community to the opportunities in the field. This past summer, seven University City high school students were selected for the first internship program, opening new windows to their futures. Each intern was exposed to the inner workings and variety, complexity, and activities required to keep a large and successful research library operating effectively. The pilot experience was a great success. It not only encouraged these young men and women to appreciate the opportunities available in the field of librarianship, it also helped them to recognize the value of pursuing higher education beyond high school. Plans for involving more students this coming summer are already in place.

LEFT TO RIGHT
Back row:
Ralph J. De Lucia, Associate Director, Office of Affirmative Action and Equal Opportunities Programs
Valerie A. Peña, Director, Health Sciences Libraries

Aneil George, Librarian, Africana Studies, Van Pelt-Dietrich Library

Front row:
Rachelle R. Nelson, Head, Shared Cataloging Department, Van Pelt-Dietrich Library
Jeanne Shuttleworth, Head, Librarian Electronic Acquisitions, Van Pelt-Dietrich Library