

## **BSC Internship - Exploratory Statement**

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The DEI Steering Group, as part of its work to develop strategies to increase the diversity of membership within BSC, is exploring the possibility of creating a BSC internship program. This program would provide early career librarians and library school students from underrepresented groups with an opportunity to serve on BSC within a formal, supported structure. As currently conceived, the BSC intern would have one of the BSC co-chairs as an official mentor, and participate in the work of different subcommittees based on the candidate's particular interests. Within a particular subcommittee, the intern would not only make contributions to ongoing projects, but also receive the necessary coaching and support that would allow them to engage meaningfully with BSC work.

Before we move forward with a formal proposal, we want to solicit feedback from our fellow BSC members. The success of this program will depend in large part on the willingness of different subcommittee chairs to support a potential intern, both through projects that an intern can work on and through guidance and mentorship. We want to develop an internship program that will be rewarding for successful candidates while working within the parameters of what different subcommittees can realistically offer. In order to do this, input from the rest of BSC is essential. We welcome feedback on any and all aspects of this idea and are looking forward to hearing all of your thoughts.