



Latino Heritage Internship Program

# LATINO HERITAGE INTERNSHIP PROGRAM

## Diversity Internship Program



<b>NPS UNIT: SALEM MARITIME &amp; SAUGUS IRON WORKS NATIONAL HISTORIC SITES</b>	<b>PD#: 5</b>
<p><b>Position Title:</b> Bilingual Interpretation &amp; Education Intern          Title of proposed project: Developing Interpretive Products &amp; Experiences for Members of Essex County’s Spanish-speaking Community  <b>Position Type:</b> LHIP Direct Hire Authority Resource Assistance (DHA-RA)  <b>Primary natural resource discipline:</b> Interpretation/Education  <b>Location:</b> 160 Derby St, Salem, MA 01970</p>	
<b>PROJECT DESCRIPTION</b>	
<p><b>Position Description:</b> After working with members of Salem’s Latinx community, the 2020 Latino Heritage Intern developed a “Latinx Commitment and Engagement Plan,” to identify specific recommendations to improve inclusion at the two Park sites.</p> <p>The 2021 LHIP project is based directly off a recommendation of the plan (creating Spanish-language programs and resources), with the goal of creating new park experiences, attractive to the local Latinx community.</p> <p>As part of the <a href="#">ParkEd team</a>, the intern will research and develop audience-centered interpretive and educational experiences focused on natural and/or cultural resources at the Parks. Potential programs may include, historic house tours, historic maritime programs, Salem harbor tours, kayak tours, nature walks, tide walks, etc. These programs may be bilingual, but will primarily be geared toward Spanish-speakers.</p> <p>The intern will promote programs with identified community contacts in El Punto (a historic district and predominantly Dominican community neighboring Salem Maritime), as well as establish new contacts and collaborations with community leaders and/or organizations.</p> <p>If this internship needs to be conducted virtually, the project will shift to the development of Spanish-language resources (virtual tours, educational print/digital materials) and/or virtual experiences (live programs on a web-based platform).</p> <p>This position is offered through the National Park Service's Latino Heritage Internship Program in partnership with Environment for the Americas.</p>	
<b>COVID ACCOMMODATIONS</b>	
Yes	
<b>LEARNING GOALS</b>	
<ol style="list-style-type: none"> <li>1. Conduct research, which may include utilizing primary source historical documents, online and offline databases, scientific journals, etc.</li> </ol>	

2. Research, develop, and pilot audience-centered interpretive experiences geared toward Spanish-speaking community members.
3. Gain and practice skills in community engagement and collaboration.
4. Develop and practice skills in working across various park service program areas to implement successful visitor experiences.

#### **MENTORING**

The park's Education Park Ranger will mentor the intern by providing the intern opportunities to observe and pair with experienced NPS staff, attend and observe other community programs, offer orientation at the site, and provide identified contacts and connections within the local Latinx community. In conjunction with the park's Education Specialist, the park's Education Park Ranger will also involve the intern in planning and participation in park and partner meetings which "peel back the curtain" on national park operations and decision-making. The intern will also have the opportunity to participate in external seminars, trainings, and workshops that relate to the project, funded by the park.

#### **PROJECT RESULTS**

The intern will join a Park Operations Team meeting to present an overview of their project and best practices for bilingual interpretive/educational programs in the future. The intern will add best practices and other relevant findings or recommendations to the living document, "Latinx Commitment and Engagement Plan" (2020).

#### **LEADERSHIP**

The intern will have the opportunity to research, develop, and pilot bilingual audience-centered experiences, specifically geared towards members of the Latinx community. Regular meetings between the supervisor, Education Specialist, and Visitor Experience and Community Engagement Program Manager will help the intern develop and demonstrate skills in project management, leadership, and problem-solving. The supervisor will work with the intern and community leaders from El Punto, helping the intern develop and demonstrate skills in outreach and bridging across cultural divides to promote stakeholder engagement.

#### **DHA-RAI OUTCOMES**

1. At least two different bilingual (Spanish-English) audience-centered interpretive and educational programs at Salem Maritime and/or Saugus Iron Works, presented multiple times.
2. OR in the case of a virtual internship, at least one virtual Spanish language tour or a series of live virtual experiences; AND a series of Spanish language interpretive and educational products (print and/or digital).
3. Best practices for bilingual interpretive/education programs captured in the living document, "Latinx Commitment and Engagement Plan" (2020).
4. Presentation of recommendations to the Park Operations Team.

#### **NATURAL & PHYSICAL WORK ENVIRONMENT**

**Physical Work Environment:** Salem Maritime is located in a small urban environment in Massachusetts with many amenities within walking and biking distance. Public transportation to Boston and points north is also readily available. There is a Latinx (predominately Dominican Republic) neighborhood in Salem, within a mile of the historic site.

**Work Environment:** The work will take place in an office setting and at community organizations mostly within walking distance. During the summer, the Visitor Experience and Community Engagement team typically consists of 6-10 staff members, in addition to a few interns. The park service typically hosts 30 youth program employees during the summer season as well.

#### **VEHICLE AND DRIVER LICENSE REQUIREMENTS**

A valid driver's license is recommended in order to use the government car for any potential travel.