



## **New Jersey Division on Civil Rights Community Relations Unit (CRU) Internship Application**

The New Jersey Division on Civil Rights (DCR) seeks one highly motivated community relations unit Summer 2022 intern with a passion for protecting civil rights, to participate in its internship program. The internship will last a minimum of eight weeks with an estimated and flexible start date of on or around **May 31, 2022**. Start dates will coincide with established HR internship orientations. **This is an unpaid opportunity of a minimum 21 hours per week and course credit options may be available.**

The internship will offer experience to students interested in supporting a growing statewide civil rights agency and gaining an experience in public outreach and community engagement. DCR is the division in the New Jersey Attorney General's Office that is responsible for combating discrimination and addressing hate and prejudice in New Jersey. DCR enforces New Jersey's Law Against Discrimination (LAD), the oldest state civil rights statute in the country. The Community Relations Unit seeks to prevent acts of discrimination and bias-based harassment through education and community engagement and to work directly with impacted communities after civil rights incidents occur. Racial justice, youth anti-bias, and health equity are examples of key program areas.

The intern will report directly to the Chief of Outreach and Community Relations, but may work with all CRU staff as well as various units within the agency. DCR staff are currently operating on a hybrid work schedule due to the COVID-19 pandemic. **Interns will be permitted to work either remotely, hybrid or from one of our offices in the State.**

The major responsibilities of this position will include (but are not limited to):

- Supporting team in ongoing needs of the unit;
- Assisting with social media (FB, Twitter, IG, LinkedIn) and marketing related initiatives;
- Aiding in research and data analysis for community events, initiatives, and programs;
- Staying abreast of current civil rights related events, research, and news;
- Helping to create organizational systems for all programming;
- Aiding in streamlining unit projects and public facing event planning needs;
- Any other day-to-day administrative tasks that arise.

Qualifications:

- Undergraduate or Graduate Student with coursework or background in sociology, psychology, public affairs, urban planning, public health, teaching, school counseling, social work, or related fields. Preference will be given to graduate students, but all qualified students are strongly encouraged to apply.
- All applicants should have completed at least the equivalent of four semesters of college coursework (not including high school AP classes) by the time they begin this internship;
- Prior professional office experience is a plus;

- Strong writing, attention to detail, ability to multitask, and interpersonal skills with the ability to engage with multiple audiences from a variety of backgrounds, including community organizations working with people of color, LGBTQIA+ people, ethnic and religious minorities, people with disabilities, immigrants, and/or other Division stakeholders;
- Proficiency using Microsoft Office Suite and Outlook scheduling;
- Knowledge of Constant Contact, Zoom and Teams platforms, including virtual event hosting skills is a plus;
- Being collaborative, open-minded, enthusiastic, hardworking and devoted to the mission of DCR, our anti-racist values and the goals of CRU, both personally and professionally.

To apply, please submit the following application materials to [externships@njcivilrights.gov](mailto:externships@njcivilrights.gov) indicating “CRU Intern” in the email subject line by April 29, 2022.

- Cover Letter
- Resume
- Brief writing sample of no more than 3 pages that is unedited by others
- Unofficial school transcript

**In the cover letter, please indicate whether you plan to receive course credit for the internship.**

Please note that you must complete a Confidential Background Investigation Clearance Form if you intend to accept an offer for a position in the internship program.

**Please visit our website to learn more about us: [www.njcivilrights.gov](http://www.njcivilrights.gov)**