

Job Title: Multimedia Production Intern (Summer 2021)	Department: Communications
Job Reports to: Director of Communications	FLSA Status: Non-Exempt-Full Time Collective Bargaining Unit: Ineligible
Pay Range: \$17.00 p/h	Location: Baltimore, MD

About the Position

LOCATION

Baltimore, MD (work will be done remotely)

DEPARTMENT

Communications (Communications Internship Program)

DEADLINE DATE

The position will remain open until filled. Interviews will be scheduled on a rolling basis. (For Communications Students)

The American Civil Liberties Union of Maryland (ACLU-MD) seeks communications students passionate about race equity, civil rights and civil liberties for a summer internship. The ACLU-MD is a private nonprofit organization that defends the civil rights and civil liberties of Marylanders through litigation, policy advocacy, community engagement and strategic communications. The work is challenging, varied, and rewarding. Among ACLU affiliates, the ACLU of Maryland is known for its commitment to racial justice and combating structural inequality. For three decades, our staff has been in the forefront of this struggle in Maryland – challenging systemic racial segregation in housing in metropolitan Baltimore, working to advance equity in public education, and using litigation to disrupt patterns of racial discrimination in law enforcement and the legal justice system.

We hope to expose students to the fulfilling world of social justice advocacy, particularly on campaigns to reimagine policing in Maryland and to transform our legal justice system. The multi-media intern will support the organization in video and audio storytelling to effectively educate and engage Marylanders online to impact elected leaders and other decision-makers. In addition, our current docket comprises cases in almost every area of constitutional and civil rights law, including freedom of speech, freedom of religion, discrimination, privacy, police misconduct, the right to vote, due process, LGBTQ rights, prisoners' rights, and access to public records. The ACLU-MD has a staff of over 25 full-time employees, including a communications team of four.

The ACLU-MD has a staff of 30 full-time employees, including a communications program of four. Fall Interns participate in all aspects of the ACLU's communications program.

Responsibilities:

Under the supervision of the Digital Communications Strategist, the Multi-Media Production Intern will have the opportunity to gain valuable experience by working alongside the Communications team and learning the ins and outs of video, podcast production, and storytelling from a nonprofit perspective. The internship is designed so the ideal candidate will learn all facets of video and podcast pre-production/post-production as well as how to develop persuasive communications through sharing stories that ultimately drive social change. Interns may also gain exposure and have the opportunity to meet with community leaders, national and local activists, and ACLU clients. Upon completion of the internship program, the candidate will leave having learned best practices in strategic communications and multimedia productions, how to keep abreast of trends, and will have generated a portfolio to showcase their work with the ACLU-MD.

Qualifications:

- Editing experience videos in Adobe Premiere Pro is required.
- Editing experience in Adobe Audition preferred.
- Knowledge of a how to use video conferencing program like Zoom or Google Chat.
- Must be a student actively enrolled in a community college, undergraduate, or graduate course of study with a major in some aspect of Communications.
- Ability to work 20-25 hours a week.
- Excellent research, writing, and communications skills.
- Attentive to detail and have good project organizations skills (file structures, naming, communications, etc.).
- Effective at managing simultaneous projects and tasks.
- Comfortable working with clients and communities from a wide range of identities and experiences.
- A demonstrated commitment to racial equity, dismantling white supremacy, and incorporating a structural power analysis. Knowledge and understanding of how power is manifested in matters of race, ethnicity, age, gender, sexual orientation, gender identity, gender expression, religion, ability, and socio-economic circumstances.

Compensation & Benefits:

The ACLU of Maryland offers paid internships in exchange for a commitment to work the minimum hours for the summer. If the student chooses to get school credit and the school prohibits the student from accepting pay, it is the student's choice whether they want to get credit or receive monetary payment.

Salaries are \$17.00 per hour for undergraduate students and \$20.00 per hour for graduate students. This position is non-exempt and eligible for overtime compensation under the provisions of the Fair Labor Standards Act. The position also includes excellent benefits (i.e. 100% paid medical insurance for staff – health, dental and vision, prorated vacation and sick leave, monthly cell phone and internet stipend, access to employee assistance program, teleworking, etc.), and direct exposure to cutting-edge civil liberties and civil rights work. This position is not in the bargaining unit represented by OPEIU Local 2.

Deadline/Start Date:

The position will remain open until filled. Interviews will be scheduled on a rolling basis.

TO APPLY:

Please submit a cover letter expressing interest in being an intern with ACLU-MD, resume, two professional references, a video and/or audio work samples at this website: <https://aclumaryland.applytojob.com/apply/VDoe58Of7W/MultiMedia-Production-Communications-Intern-Summer-2021>

In the cover letter, please provide details about when you are available to start and end, and how many days or hours per week you can work virtually. Summer interns are expected to work at least

20 hours per week for the semester. For alternate methods to apply, please email Amber Taylor, Digital Communications Strategist, at taylor@aclu-md.org. We discourage applicants from applying through third-party websites. Early applications are strongly encouraged. It will not be possible for us to respond to telephone or email inquiries regarding the status of application submissions.

About the ACLU of Maryland:

The ACLU of Maryland is an equal opportunity employer. We are committed to maximizing the diversity of our team and want to involve all those who can contribute to our inclusive culture. We encourage applications from all qualified individuals without regard to race, color, gender, sexual orientation, gender identity and expression, age, national origin, marital status, citizenship, disability, veteran status and any other characteristic protected by applicable law. Persons with disabilities may request accommodations, including any accommodations needed in the application process.

The ACLU of Maryland is a non-partisan, non-profit racial justice organization devoted to protecting civil rights and civil liberties. The ACLU of MD is an affiliate of the national ACLU, a key defender of civil liberties guaranteed by the Bill of Rights. The ACLU works in the courts, legislature and in communities to defend and expand individual rights and personal freedoms guaranteed by the Constitution, the Bill of Rights, and civil rights laws. The ACLU of Maryland is committed to centering race equity in our work, internally and externally, in order to better support and be accountable to communities of color, whose civil rights and civil liberties are systematically threatened by white supremacy.