



Job Title: Police Accountability & Reform Internship (Spring 2022)	Department: Public Policy
Job Report To: Public Policy Director or designee	FLSA Status: Non-Exempt; Part Time (Temporary) Collective Bargaining Unit: Non-Eligible
Pay Range: \$17.00 p/h - \$20.00 p/h	Location: Baltimore, MD (Remote)

About the Position

LOCATION

Baltimore, MD (work will be done remotely)

DEPARTMENT

Public Policy

DEADLINE DATE

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

The American Civil Liberties Union of Maryland (ACLU-MD) seeks college students passionate about race equity, civil rights and civil liberties for a spring Police Accountability & Reform 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 office is collegial; 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 criminal justice system.

The ACLU-MD takes great pride in having an extraordinarily broad agenda among ACLU affiliates. Beyond the defense of First Amendment rights for which the ACLU is best known, racial justice is a top priority for our affiliate, including expanding First Amendment protections to people and groups who have not enjoyed equal free speech rights in the past. Currently, the ACLU-MD is working on cutting-edge projects addressing police abuse, securing immigrants’ rights, reforming parole policies and practices, and challenging government surveillance. 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, the rights of Marylanders who are in prisons and jails, and access to public records.

The ACLU-MD has a staff of 30 full-time employees.

RESPONSIBILITIES:

Responsibilities of the Police Accountability and Reform Intern will include the following:

The Public Policy Department works with local and statewide leaders to realize the promise of our Constitution and Bill of Rights by advocating to reform laws and policies around the criminal legal system, public safety, education, immigrants’ rights, voting rights, and civil rights and liberties for all Marylanders. This position will work closely with an interdepartmental team working on police accountability and reform, including the implementation of Police Accountability Boards across the

state. Interns will have the opportunity to gain valuable experience by working closely with staff from the Policy, Legal, and Engagement departments. They will also work with directly impacted partners and partner organizations through coalition and organizing work. They will provide support to the Public Policy team throughout the upcoming state legislative session as well as collaborating with Legal and Engagement team members on other projects related to police accountability and reform. Interns may also gain exposure and have the opportunity to meet with elected officials, community leaders, activities and ACLU clients. The Interns are expected to work at least 20 hours per week for the semester for at least 10 weeks.

Duties and functions may include:

- ✓ Researching, compiling, and analyzing data, policies, and practices;
- ✓ Helping draft and submit testimony for bill hearings;
- ✓ Attending legislative briefings and hearings;
- ✓ Attending internal and external meetings;
- ✓ Providing additional administrative assistance and administrative tasks; and
- ✓ Demonstrating a commitment to advancing race equity. (See our [Race Equity Statement](#) to learn how race equity informs our work.)

Qualifications:

- ✓ Personal commitment to advancing the ACLU's values, mission, goals, and programs, with an understanding of the range of civil rights and civil liberties issues and their implications.
- ✓ A demonstrated commitment to race equity, dismantling white supremacy, and incorporating a structural power analysis. Experience centering [race equity](#) in all aspects of organizing. Knowledge and understanding of how power is manifested in matters of race, ethnicity, age, gender, sexual orientation or preference, gender identity, gender expression, religion, ability, and socio-economic circumstances.
- ✓ A thoughtful team player who values and respects differences of race, ethnicity, age, gender, sexual orientation, gender identity, religion, ability, and socio-economic circumstance, and actively works to foster an equitable and inclusive experience for everyone in their work.
- ✓ Must be currently enrolled in post-secondary (e.g. undergraduate, graduate, certificate program, etc.) studies.
- ✓ Demonstrated experience with conducting research and collecting data.
- ✓ Excellent communication skills, both written and oral, and ability to speak in public along with facilitating meetings.
- ✓ Proficiency with computers: MacOS, Microsoft Office, and internet research in particular.
- ✓ Adept at functioning and collaborating in a remote environment including the use of video-conferencing applications like Zoom.
- ✓ Organization and time management skills, with meticulous attention to detail.

COMPENSATION & BENEFITS:

The ACLU of Maryland offers paid internships in exchange for a commitment to work the minimum hours for the entire semester. 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. If the student is receiving funding for the internship from a grant, foundation or other third party, the ACLU has a policy of supplementing that pay so that the student receives an hourly amount equitable to that of other interns. Salary ranges between \$17.00 per hour and \$20.00 per hour and is contingent upon related education/experience. The position also includes excellent benefits, direct

exposure to cutting-edge civil liberties, and civil rights work. This position is non-exempt and eligible for overtime compensation under the provisions of the Fair Labor Standards Act. However, this position is not in the bargaining unit represented by OPEIU Local 2.

THE APPLICATION

DEADLINE/START DATE:

The position will remain open until filled. Interviews will be scheduled on a rolling basis. We anticipate this person starting on January 4, 2022 or January 18, 2022.

HOW TO APPLY:

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.

Submit your complete application packet using the below links:

- Police Accountability & Reform Intern: [APPLY HERE](#)

Required Application Materials:

- Cover Letter: Include your availability details (Preferred start and end dates; work schedule)
- Resume
- Transcript (official or unofficial)
- (2) References (include name and contact information)

THE ORGANIZATION

About the ACLU of Maryland:

The ACLU of Maryland is an equal opportunity employer. We value a diverse workforce and an inclusive culture that promotes equity. We encourage applications from all qualified individuals without regard to race, color, gender, sexual orientation or preference, gender identity and expression, age, national origin, marital status, citizenship, disability, veteran status, and record of arrest or conviction, or any other characteristic protected by applicable law.

The ACLU of Maryland makes every effort to assure that its recruitment, selection, hiring and employment practices provide all qualified persons, including persons with disabilities, with full opportunities for employment in all positions. The ACLU of Maryland is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please email human resources at HR@aclu-md.org. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The ACLU of Maryland is a non-partisan, non-profit racial justice, social and public interest organization that works in the courts, legislature, and in support of communities to affect structural change. We exist to empower Marylanders to exercise their rights so that the law values and uplifts their humanity. Our vision is a Maryland where people are united in affirming and exercising their rights in order to address



Maryland

CAREER ANNOUNCEMENT

inequities and fulfill the country's unrealized promise of justice and freedom for all. We are committed to centering race equity in our work, internally and externally, in order to better support and be accountable to Black, Indigenous, and Communities of Color, whose civil rights and civil liberties are systematically threatened by white supremacy. ACLU-MD is an affiliate of the national ACLU.