



Job Title: Law Clerk Internship (Fall 2021)	Department: Legal
Job Reports to: Legal Director	FLSA Status: Non-Exempt, Full-Time Collective Bargaining Unit: Non-Eligible
Pay Range: \$20.00 p/h	Location: Baltimore, MD (Remote)

#### **LOCATION**

Baltimore, MD (work will be done remotely)

#### **DEPARTMENT**

Legal (Volunteer & Internship Program – Legal Department)

#### **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 fall internship.

#### **ABOUT THE POSITION**

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 legal 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 incarcerated Marylanders, and access to public records.

The ACLU-MD has a staff of 32 full-time employees, including a Legal department of 11. Law Clerk Interns participate in all aspects of the ACLU's legal program.

#### **Responsibilities:**

With the support of a mentor, Law Clerk Interns will have the opportunity to gain valuable experience by working alongside the Legal team. Law Clerk Interns may also gain exposure and have the opportunity to meet with legislators, elected officials, community leaders, national and local activities and ACLU clients in support of our litigation and advocacy goals.



Depending on the needs of our cases and clients, Law Clerk Intern responsibilities may include, but are not limited to:

- Performing legal research;
- Participating in strategy meetings;
- Presenting findings to different groups and management upon request; and
- Drafting and revising legal documents.

#### **Qualifications:**

- 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.
- Juris Doctorate (or equivalent) candidate who will be enrolled in at least their second semester of law school in Fall 2021 (recent graduates and other applicants ineligible for this opportunity may review our website for other employment opportunities <https://www.aclu-md.org/en/about/careers> ).
- Availability to work at least 12-hours per week for at least 10-weeks during the term (Fall Term dates: August 16, 2021 thru January 21, 2022).
- An interest in pursuing a career in public interest law.
- Adept at functioning and collaborating in a remote environment including the use of video-conferencing applications like Zoom.
- Excellent research and writing 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.

#### **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. Salary ranges between \$17.00 per hour and \$20.00 per hour and is contingent upon related education/experience. 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, 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:** Complete application packets received on/before Friday, August 6, 2021 (Eastern Time Zone) will receive priority consideration. Candidates must be available to work at least 12-hours per week for at least 10-weeks during the term (Fall Term dates: August 16, 2021 thru January 21, 2022).

#### **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.**



Required Application Packet Materials:

- Cover Letter (include preferred start- and end-dates)
- Resume
- Legal Writing Sample
- Transcript (official or unofficial)
- (2) References (include name and contact information)

Please submit your application: <https://aclumaryland.applytojob.com/apply/udd5Slb173/Law-Clerk-Internship-Fall-2021>

**About the ACLU of Maryland:**

The ACLU of Maryland is an equal opportunity employer. We are committed to diversity and inclusion in our work and on our teams. 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, or formerly incarcerated person status. Persons with disabilities may request accommodations via [HR@aclu-md.org](mailto:HR@aclu-md.org).

The ACLU of Maryland is a non-partisan, non-profit public interest organization devoted to protecting civil rights and civil liberties. We are 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. 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 the struggle for racial justice in Maryland – challenging systemic residential racial segregation, especially in affordable housing; working to advance equity in public education; and using litigation to disrupt patterns of racial discrimination in law enforcement and the legal justice system. 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.