



### **Title: Legislative Advocacy Intern 2022**

The American Civil Liberties Union (ACLU) Foundation of Idaho seeks a 4-month, 15/hour per week Advocacy Intern to join our staff of 12 in Boise. This position begins in January in the ACLU Boise office and is funded through May 2022. The position is designed to give a successful candidate firsthand experience with grassroots community organizing and legislative advocacy. The Legislative Advocacy Intern will work under the supervision of the Policy Strategist and in partnership with the Campaign Strategist.

### **The Opportunity**

The Legislative Advocacy Intern will have the unique opportunity to engage in the ACLU of Idaho's growing legislative advocacy work as well as contribute to the organization's broader public education campaigns. A diverse set of skills is required in order to assist in all aspects of work, including providing lobbying assistance during the 2022 legislative session, engaging in volunteer recruitment and community organizing, and assisting with event planning. As a part of the intern's legislative outreach work, emphasis will be placed on connecting with formerly incarcerated individuals, their families, and support networks to advance necessary reform in the state of Idaho.

### **Compensation**

Paid internship, \$12.50/hour for undergraduate or \$15.00 for graduate student. Depending on your academic institution's policy, you may or may not be able to receive both academic credit and pay at the same time. Please check with your school. Other restrictions or guidelines may apply.

### **Role and Responsibilities**

- Be accountable to work plans, supervisor check-ins, debriefs and giving and receiving feedback.
- Work evening and weekend events as needed.
- Participate in planning and implementing legislative advocacy projects.
- Attend Coalition meetings as needed.
- Attend legislative hearings as needed.
- Provide on-the-ground organizing and advocacy support in Idaho.
- Develop genuine relationships with formerly incarcerated individuals and/or family members across Idaho communities.

- Identify, nurture, and elevate volunteers within impacted communities and the broader public to help shape and inform campaign goals, tactics, and strategies.
- Train volunteers one-on-one and in groups to think strategically and take-action on legislative priorities using a variety of tactics: event attendance, phone banking, letters, petition signature gathering, etc.
- Plan and execute Fast Democracy Bill Tracking trainings for volunteers and community.
- Recruit and help elevate the stories and experiences of directly impacted people in alignment with ACLU legislative priorities during the 2022 legislative session.
- Assist the Advocacy Department in planning legislative events (hearings, rallies, lobby days, etc.)
- Plan and manage visits with targeted legislators and other elected officials.

Help to achieve concrete policy objectives while building ACLU Idaho's political power.

- Work with the Campaign and Policy Strategist to create and implement organizing plans with tactics for involving volunteers that balance immediate campaign goals with building long-term volunteer capacity.
- Ensure that the interests and vision of impacted communities shape the affiliate's work on and elevate leadership within impacted communities and the broader public to help shape campaign goals, strategies, and tactics.

### **Qualifications**

- Flexibility and strong time management and multi-tasking skills; demonstrated ability to work collaboratively and implement multiple projects simultaneously, manage tight deadlines and unexpected tasks as they arise.
- Excellent written and oral communication experience as well as the ability to synthesize complex information from a variety of sources.
- General knowledge of the legislative process and commitment to the mission of the ACLU.
- At least two years' experience in community/field organizing and base-building preferred. This can include volunteer work.
- Demonstrated experience with volunteer engagement, recruitment, and management.
- Experience working with VAN EveryAction preferred.
- A history of working collaboratively and successfully with people and organizations from diverse racial and ethnic backgrounds and a broad range of ideological positions and religious views.
- Demonstrated commitment to equity, diversity, inclusion, and belonging, both in the workplace and in collaboration with community partners and constituents.
- Demonstrated ability to work with diverse coalitions and community groups, work across the political spectrum, and value differences of race, ethnicity, age, gender, sexual orientation and identity, religion, ability, and socioeconomic circumstance.
- Demonstrated ability to work on a fast-paced campaign with many moving pieces and adapting to changing circumstances preferred.
- Strong organizational skills; detail-oriented with strong follow-through and the ability to meet deadlines.

- Creative, self-starter, willing to learn, and results-oriented with strong task and time management skills.
- Passion for and commitment to advancing racial and gender justice.
- Strong ties to Idaho communities.
- Ability to have a flexible schedule and possible travel.
- People with personal experience with the criminal legal system, including formerly incarcerated or close family experience with incarceration, are encouraged to apply for this position.

If you're excited about devoting your talents and skills to the ACLU of Idaho, please submit your resume, letter of interest, and mention where you learned of this opportunity, by email, to **LBramwell@acluidaho.org**.

Please include your last name and "Legislative Advocacy Intern – Idaho" in the subject line of the email. No phone calls, please. To ensure that we receive your application, please do not use any other ACLU email addresses. **We will review applications on a rolling basis. The application period for this internship will remain open until a candidate is chosen.**

*The ACLU of Idaho advances equity and inclusion in the workplace by providing equal employment opportunity to support a work environment free from discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (over 40), sexual orientation, military and veteran status, arrest or conviction record, and any other basis prohibited by law. The ACLU of Idaho embraces Fair Chance policies.*

*The organization also provides reasonable accommodations for people with disabilities. Our equity and inclusion commitment applies to all aspects of employment, including recruitment, selection, advancement, training, problem resolution, and separation from employment. Through this commitment, the ACLU of Idaho strives to establish and maintain an equitable and accessible work environment that is supportive and free from discrimination.*

*More about the ACLU of Idaho: The ACLU is the nation's premier guardian of liberty. A nationwide, nonpartisan, nonprofit organization, the ACLU is dedicated to defending and expanding civil liberties and human rights across the country. The ACLU of Idaho and its foundation operate jointly as private nonprofit organizations devoted to furthering the ACLU's mission in Idaho. The ACLU of Idaho employs a three-prong approach to its work, which includes litigation, legislative advocacy, and community engagement. To learn more, visit [www.acluidaho.org](http://www.acluidaho.org) and [www.aclu.org](http://www.aclu.org).*

*Our staff of 10 full-time and 2 part-time employees work in a fast-paced, friendly office in the heart of downtown Boise, Idaho, the City of Trees, is the capital of Idaho and the core of a metro area of 730,000 people. The city enjoys all four seasons in a dry climate and offers an exceptional quality of life and a diverse business community with high tech industries. Recreational activities include whitewater rafting and kayaking, climbing, fishing, hunting, and skiing. There is a 190-mile foothill trail system for hiking and mountain biking and a 25-mile riverside greenbelt along the Boise River which flows through the city. Downtown offers thriving restaurants, shops,*

*concerts, and public markets, and an ever-expanding number of local microbrew pubs and wineries. Over 95 languages are spoken in Idaho. The Treasure Valley, which includes the cities of Boise, Meridian, Nampa and Caldwell is home to the state's largest Latinx community. Boise is also a hub for LGBTQ communities and political activism in Idaho. Boise is a refugee resettlement city.*