



AMERICAN CIVIL LIBERTIES UNION  
FOUNDATION

Idaho

Fellowship Opportunity  
**Voting Rights Fellow**  
American Civil Liberties Union of Idaho,  
Boise, ID

*Be Part of a Pivotal Moment in History*

The American Civil Liberties Union of Idaho (ACLU of Idaho) is seeking a full-time Voting Rights Fellow. A one-year commitment, the fellowship will focus on ensuring equal and fair access to the polls this November, participate in legislative advocacy to protect the right to vote, and build infrastructure to engage in safeguarding the rights of voters during the 2021 state redistricting efforts. The fellow will also engage with partnered organizations to advance the voting rights of Idaho's Latinx community.

### **ABOUT THE ACLU**

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, policy 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 seven full-time and two part-time employees work in a fast-paced, friendly office in the heart of downtown Boise, Idaho. Boise, 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.

### **Responsibilities:**

- Coordinate a voter rights education campaign through the November 2020 general election, including bilingual materials targeted at the Spanish speaking community.
- Staff a voter rights hotline, including managing volunteers to support the work.
- Coordinate with partnered organizations to advance our mutual voting rights work within the Latinx community.
- Collaborate with ACLU staff during the 2021 legislative session to track voting rights related legislation.
- Build partnerships and infrastructure to engage in the upcoming redistricting process to protect the rights of voters.
- Participate in meetings with key state and county level stakeholders to advance voter rights.
- Other related duties as assigned by the project supervisor or Executive Director.

### **Qualifications:**

- Clear, strong, and proven commitment to racial justice, civil liberties, and the mission of the ACLU of Idaho.
- Experience with constituency mobilizing tools including, but not limited to, Voter Activation Network, phone-banking technology, email marketing systems, and/or social networking sites.
- Demonstrated experience in field organizing around political and/or issue advocacy campaigns and base building.
- Commitment to centering the voices and lived experiences of directly impacted communities in the development and implementation of advocacy strategies.
- Ability to work independently and keep organized in a fast-paced environment, manage several projects simultaneously, and adjust strategy to frequently changing demands.
- Ability to work effectively and collaboratively with diverse staff, coalitions and community groups, motivate volunteers, work across the political spectrum, and value differences of race, ethnicity, age, gender, sexual orientation, religion, ability and socio-economic circumstance.
- Familiarity with grassroots, grassroots, and electoral tactics.
- Experience building coalitions.
- Bilingual in Spanish and English preferred, but not required.
- Ability to work long, flexible hours.
- Excellent computer skills, including with databases, Microsoft Word, Microsoft Excel, and email and other online communication.

## **Supervision:**

Supervised by the Campaign Strategist.

## **Compensation:**

The salary range for this position is expected to be between \$40,000 to \$45,000. Excellent benefits include 100% employer-paid medical, vision and dental insurance, 401(k) plan with an employer match, life and long-term disability insurance, and generous paid holidays.

## **To Apply:**

Submit:

- A résumé.
- A cover letter
- A personal statement, no more than two pages, explaining how your background and experience prepare you for this fellowship, and the vision you have for advancing civil liberties and civil rights through the ACLU.
- Contact information for three references.

Send to [admin@acluidaho.org](mailto:admin@acluidaho.org).

Please reference “Voting Rights Fellow” in the email subject line, and indicate in your cover letter where you found this job listing.

Deadline to submit applications will be September 22, 2020, 5pm Mountain Time. The position will remain open until filled. **Absolutely no unsolicited calls, please.**

If you are a person with a disability and need assistance applying, please e-mail [admin@acluidaho.org](mailto:admin@acluidaho.org). If we select you for an interview, you will receive more information about how to request accommodations for the interview process.

*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 qualified applicants and employees 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.*