Spring 2022 Internship Application

General Description

The Stanford Center for Racial Justice (SCRJ or Center) invites applications for internships from Stanford University undergraduate, graduate, and law students to support our work to address some of the most challenging problems in our country resulting from the history and persistence of racism. Students who have passion for the pursuit of innovative solutions to the myriad issues rooted in racism and the advancement of racial justice will find an internship at the Center educationally enriching and personally rewarding. Qualified applicants have excellent research, writing, and communication skills; are creative, detail-oriented, enthusiastic, and self-starters; and should have knowledge of the history of racism in the United States and its consequences.

About the Stanford Center for Racial Justice

SCRJ was created in June 2020 in the wake of our country’s deep reflection about racial divisions and the urgent need for solutions. We are based in the Law School and serve the entire University. Our overarching goal is to address some of the most complex, challenging problems in our country resulting from the history and persistence of racism. Our near-term focus is on three areas: economic insecurity; educational opportunity; and reimagining public safety.

The Center works with Stanford researchers and scholars across the university to develop and identify new research and ideas. Our approach is to collaborate broadly, not only with internal partners but with local communities and national organizations to democratize knowledge. To this end, we aim to challenge both ignorance—the lack of awareness about racism—and certainty—the conviction about what to do about racism—within public dialogue and society. We seek to bridge the gap between academic research and all of the stakeholders and communities who desire access to information and ideas in user-friendly ways. We will engage in truth telling by gathering objective, evidence-based, factual information and making that information available and accessible to broad audiences.
**Internship Description**

SCRJ Interns will work with one or more of our staff members to advance our mission, support ongoing projects, and develop innovative solutions to the most pressing racial justice issues in our nation. Interns may be asked to conduct in-depth research, draft memoranda, create reports, present on your work, draft public documents, collect and organize data, curate and edit media content, interview sources for stories, engage with stakeholders, organize events, and collaborate with faculty, staff, and other interns on various projects.

**Current Projects**

The Center is working on a variety of important issues, and specifically looking to hire interns for three leading projects during the Spring Quarter.

1. **Communications**: We’re seeking news savvy interns with writing and marketing experience to help SCRJ develop content and increase visibility for our burgeoning web, e-mail, video, and social media platforms. Communications interns will support critical tasks related to spreading awareness about race, racial equity, and justice by writing web stories and social media posts, curating news items for e-mail communications, and assisting with day-to-day tasks like interviewing sources of information; tracking events and programs; researching relevant websites, databases, podcasts, and books; identifying key messengers within the racial justice space; and helping SCRJ forge connections across campus, particularly with students. Interest in video/photography and web publishing platforms is a bonus.

2. **Model Use of Force Policy**: We are in the midst of developing our model use of force policy—SCRJ’s model document that centers on fair, safe, and equitable approaches to police use of force. Intern assignments include but are not limited to: drafting research memoranda examining use of force policies, assisting in the qualification phase of the model policy, and collaborating with internal and external partners to move the policy towards the pilot implementation phase. Lived experiences or experience working with or collaborating with stakeholders in the policing and/or criminal legal system is a bonus.

3. **Corporate Governance and Racial Equity**: Our Corporate Governance and Racial Equity project aims to provide transparency to companies’ efforts and commitments to racial equity. Interns will collect and analyze information on board diversity at public companies and related corporate governance policy provisions. Additional research may include tracking multiple companies’ progress towards its racial justice commitments made in the past two years. Any experiences working in or for a corporation or serving on a board of directors, including student governing boards, is a bonus.
Compensation and Hours
Interns will be paid hourly based on University pay scales. Interns are expected to work between 8–15 hours per week, although this amount is flexible and will be determined upon hiring.

Location
Most if not all work will be done remotely, with the option and preference for some in-person availability. Final arrangements are flexible and to be determined upon hiring.

Application Timeline
Applications are due by 11:59 pm on Sunday, March 20, 2022. Interviews will take place the week of March 21 and interns will begin at the start of Spring Quarter on March 28, 2022.

How to Apply
We welcome applications from all interested Stanford University undergraduate, graduate, and law students. Please note, we are currently not accepting applications from non-Stanford University students, however, we hope to open up our internship opportunities in the future.

Internship applications must include:

1. **Cover Letter** that indicates which project(s) you would be interested in working on and why (if you are interested in multiple projects, please indicate why you are interested for each one); any relevant experiences or skills you would bring to the work; and a brief statement about why you want to intern at SCRJ.

2. **Resume**

3. **Writing Sample** that demonstrates your research, writing, and analytical skills.

Please submit your application materials in PDF format using this [Google Form](#). If you have any questions or concerns, don’t hesitate to reach out to our Research and Policy Fellow, Hoang Pham at [hgpham@law.stanford.edu](mailto:hgpham@law.stanford.edu).

About Stanford Law School
Stanford Law School is one of the nation’s leading institutions for legal scholarship and education. Its alumni are among the most influential decision makers in law, politics, business and high technology. Faculty members argue before the Supreme Court, testify before Congress, produce outstanding legal scholarship and empirical analysis, and contribute regularly to the nation’s press as legal and policy experts.