



## ONEAMERICA INTERNSHIP

### Who We Are:

OneAmerica, formerly Hate Free Zone, is a nationally recognized nonprofit organization whose mission is to advance the fundamental principles of democracy and justice at the local, state and national levels through building power in immigrant communities, in conjunction with key allies. OneAmerica began as Hate Free Zone Campaign of WA, which formed directly after September 11, 2001, in response to hate crimes and discrimination targeting immigrant communities and communities of color. OneAmerica has since grown into a statewide organization and a leading force for immigrant, civil and human rights. The organization continues to build power in immigrant communities by encouraging civic engagement; providing community trainings and leadership development opportunities; promoting immigrant integration; and advocating for pro-immigrant legislation on the local, state, and federal levels.

### General Information:

To be eligible for an internship with OneAmerica, an applicant must be prepared to commit to at least 70 hours over 2 months. We realize, however, that some internships are specific to a particular program or project, so the time commitment involved may vary. Internship positions are based out of Seattle, Washington, but opportunities may emerge in other areas of the state. All internships are unpaid.

OneAmerica internships typically involve immersion in the work of one department or a specific project, but an intern may be asked to assist with multiple projects across several departments. Each intern is assigned one onsite staff supervisor.

Upon receipt of a completed application, we will review your materials to determine what opportunities are available within the organization and which department(s) or project(s) are best suited to your goals and skills. For this reason, please be thorough when filling out the application.

### What an OA Internship Looks Like:

Interns work in many different capacities and often end up partnering with multiple departments. Typically, however, interns focus their time at OneAmerica on one of the department areas described below:

- Community Organizing

OneAmerica's Organizing Team builds power in immigrant and refugee communities by developing strong relationships within communities and in partnership with key allies; by creating a space for collective and individual voices to advocate for themselves; and by training community leaders to organize within their neighborhoods and communities, identifying and taking action on priority issues. An organizing intern would be a key team player, implementing programmatic strategies, participating in civic engagement work and supporting a variety of actions and campaigns.

- Policy Advocacy and Research

OneAmerica's Policy Team analyzes policies at the federal, state and local levels to gauge how these policies impact immigrants. Policy Team staff members analyze and share information through policy briefs, testimony at public hearings, OneAmerica's network of member organizations and individuals, and other targeted mediums, with the goal of educating the public and policymakers on the effects of specific proposals on immigrants. Through coordination with the

Organizing Team, OneAmerica's Policy Department engages in advocacy efforts designed to impact policy discourse and win favorable policies for the immigrant communities of Washington State. An intern working with the policy department would assist with specific research assignments, issues-based reports or unique service-oriented pilot programs like the English Innovations project.

- Communications and Media

OneAmerica's Communications Team shares powerful member stories, develops effective online campaigns, and crafts compelling messages for targeted audiences that collectively build power in immigrant communities and influence policy. A communications intern would implement communications strategy, extend our website and social media reach and engagement, support multiple organizing and policy programs, seek out new opportunities for targeted outreach, and much more.

- Development

OneAmerica's Development Team is responsible for securing donations, grants and corporate funding (~\$2M) necessary to support the organization's ongoing work, special projects and community events. A development intern would have the opportunity to be an integral part of a small department and would gain hands-on experience working on a variety of areas such as individual giving, major gifts messaging and research, grants, corporate sponsorship, and fundraising and donor stewardship events.

**What We're Looking For:**

- Demonstrated commitment to fighting for social, racial and economic justice
- Clear dedication to immigrant advocacy
- Experience working with diverse communities
- Strong verbal and written communications skills
- Attention to detail
- Demonstrated ability to be a self-starter, prioritizing and handling multiple complex tasks simultaneously
- Strong personal management skills
- Ability to be flexible and accommodate changing needs
- A "can-do" attitude
- Comfort with basic technology including email, Excel, Word and database work
- Ability to work some weekends and evenings

**To Apply:**

Submit an application, cover letter, resume, and one letter of reference by mail or email. Please note that only complete applications will be considered.

- By mail:  
OneAmerica  
ATTN: Internships at OneAmerica  
1225 South Weller Street, Suite 430  
Seattle, WA 98144
- By email: [internships@weareoneamerica.org](mailto:internships@weareoneamerica.org)