



Diversity, Equity, Inclusion, and Belonging (DEIB) Internship – Masters Level

Department: A&F

Overview:

We are seeking a passionate and driven Diversity, Equity, Inclusion, and Belonging (DEIB) Intern to support our initiatives and help create an environment where every employee and people we support feel included and supported.

The DEIB Intern will assist the DEIB team in implementing and promoting diversity, equity, and inclusion strategies within Advocates. This role offers a unique opportunity to gain hands-on experience in DEIB initiatives, learn from industry professionals, and contribute to meaningful projects that support our commitment to an inclusive workplace.

Advocates promotes a healthy work-life balance and offers many generous perks of employment and room for advancement. We are a strong-knit community that values the ideas and contributions of our staff.

Are you ready to make a difference?

Responsibilities:

- Reviewing Proofpoint intranet to catalog all DEIB content that needs updating
- Providing support in data analysis for DEIB metrics
- Assisting with operational tasks related to Employee Resource Groups (ERGs) and Diversity Advisory Council (DAC)
- Event coordination support for ERGs
- Helping to track and evaluate the success of key DEIB programs
- Support the development and execution of DEIB programs and initiatives.
- Assist with research on best practices and emerging trends in DEIB.
- Help coordinate and facilitate DEIB training sessions and workshops.
- Analyze and report on DEIB metrics and key performance indicators.
- Contribute to the creation of internal communications and educational materials.
- Provide administrative support to the DEIB team as needed.



Qualifications:

- Currently pursuing or recently completed a degree in MSW, Human Resources, Data Analytics, Business, Sociology, Education or a related field.
- Strong interest in diversity, equity, and inclusion topics.
- Excellent written and verbal communication skills.
- Ability to work independently and collaboratively in a team environment.
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint); project management experience
- Strong organizational skills and attention to detail.
- Experience or coursework related to DEIB is a plus but not required.

What We Offer:

- Supervision from a service provider MSW licensed leader
- Hands-on experience with DEIB initiatives and programs.
- Mentorship and guidance from experienced DEIB professionals.
- Opportunity to work in a supportive and inclusive environment.
- Flexible work hours Monday – Thursday and remote work options.
- Additional perks, if any—e.g., networking opportunities, professional development resources, etc.

Advocates is committed to cultivating a diverse and welcoming community where everyone feels respected and valued. Advocates fosters a culture of inclusion that celebrates and promotes diversity along multiple dimensions, including race, ethnicity, sex, gender identity, gender expression, sexual orientation, age, national origin, socioeconomic status, religion, ability, culture, and experience.

Why Should I Consider a Career in Human Services?

Our Team members are dedicated to engaging and empowering individuals by forming lasting relationships, collaboratively achieving personal goals, offering creative solutions to everyday and complex situations, and *actively listening*. We exercise independent judgement and contribute to the overall success and benefit of the Team.

Is Human Services a Fit for Me?

Successful Team members are open-minded, eager and compassionate, and will exercise solid, independent judgement while fostering trustworthy relationships with the individuals that we serve. We put the individual first.