



**New Jersey Division on Civil Rights
Computer Science Opportunity
Summer 2025 Internship Application**

The New Jersey Division on Civil Rights (DCR) seeks one highly motivated student with a passion for protecting civil rights to work with its Civil Rights Innovation Lab, serving as a Computer Science intern. This is a unique opportunity to gain experience in designing a civil rights education and training program. DCR aims to develop a hybrid approach that scales to larger audiences and offers both live and on-demand learning. This is an unpaid position, ideally starting in May, but applicants may seek funding from other sources or credit from their school if eligible. Applicants must commit to a minimum of 10 weeks for 12-15 hours per week.

The intern will conduct research, explore new technologies, optimize user experiences, and draft a strategic plan to increase training capacity. The newly enhanced program will be designed to effectively educate members of the public about their rights under the law. Illustrative projects include working with the Innovation Lab team to explore artificial intelligence solutions, develop strategies to integrate a hybrid training approach and recommend technologies to support broader reach and accessibility based on the civil rights of people in New Jersey.

DCR is the division in the New Jersey Attorney General's Office responsible for combating discrimination and addressing hate and prejudice in New Jersey. DCR enforces New Jersey's Law Against Discrimination (LAD), the oldest state civil rights statute in the country, as well as the New Jersey Family Leave Act (NJFLA) and the New Jersey Fair Chance in Housing Act (FCHA). DCR's newly established Civil Rights Innovation Lab aim to leverage technology responsibly to advance DCR's mission to prevent, address, and remedy discrimination. The Innovation Lab will identify and develop technology to enhance DCR's enforcement, outreach, and public education work, and will develop protocols to facilitate the responsible deployment of this technology.

Qualifications for Computer Science Intern:

- Completion of a minimum of **three years** of undergraduate school OR **one year** of a computer science related graduate program by the time they begin this internship, required.
- Proficiency using Microsoft Office Suite or Canva, preferred.
- Applicants should be hardworking and have strong writing skills, attention to detail, and a commitment to preventing and eliminating discrimination and bias.

To apply, please submit the following application materials by March 8, 2025 to cathy.smith@njcivilrights.gov and include Computer Science Intern in the subject line:

- (1) Cover letter;
- (2) Resume;
- (3) Brief writing sample of no more than 3 pages that is unedited by others; and
- (4) Unofficial transcript

Interns will be permitted to work either remotely or on a hybrid schedule from DCR's Newark office.

Preference will be given to applicants with a strong interest in artificial intelligence, excellent research and writing skills.

Please note that you must complete a Confidential Background Investigation Clearance Form if you intend to accept an offer for a position in the internship program.

Please visit our website to learn more about us: www.njcivilrights.gov

The Attorney General's Office is an Equal Opportunity Employer and is committed to inclusive hiring and dedicated to diversity in our staff. State law prohibits discrimination in hiring or employment on the basis of race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, disability or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States or the nationality of any individual, or because of the refusal to submit to a genetic test or make available the results of a genetic test to an employer. For more information, click here: www.nj.gov/oag/diversity-inclusion/reports.html.