



LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

HRC Description

The Lexington-Fayette Urban County Human Rights Commission is an independently chartered agency of the Lexington-Fayette Urban County Government. Local Ordinances 199-94 and 201-99 give the Commission the right to investigate complaints of discrimination in Lexington-Fayette County in the areas of employment, housing and public accommodation based on race, color, national origin, religion, sex, disability, familial status and/or sexual orientation/gender identity. In addition, the Commission promotes efforts to improve human relations and the elimination of discriminatory practices in our community through an extensive community relations program.

The Commission's community relations program includes workshops and informational seminars that are tailored to fit the needs of the group requesting the presentation. Frequently requested topics include: sexual harassment, Americans with Disabilities Act, conflict resolution, diversity, fair housing, gender roles in the workplace, responding to complaints of discrimination, and Title VII and ADEA.

As part of the community relations program, the Commission has several specific projects such as the Hate and Bias Initiative and the Harrison Elementary School Fair Housing and Diversity Awareness Program. The Commission also has a community resource library containing books, articles, videos and other materials on topics relating to sexual harassment, cultural diversity, fair housing, employment law, human resources, hate/bias, and disability/accessibility. The materials can be checked out for a period of 14 days.

Internship Description

All interns are exposed to both the investigative and community relations aspects of the HRC. After which, the intern may choose which field to focus on or choose to mix both fields for his/her internship. The investigative track will involve the intern to work with HRC investigators on intakes, investigation and resolution of complaints. This process may include fact-finding conferences, on-site visits, and/or conciliation conferences. The community relations track will involve the intern to work with the HRC community relations coordinator on publications (i.e. newsletters, brochures, annual reports, press releases), special events (i.e. Fair Housing Luncheon, Hate and Bias Conference, Employment Issues Conference), workshops (i.e. sexual harassment, diversity, Americans with Disabilities Act, conflict resolution), The Harrison Elementary School Diversity Project (planning diversity activities for elementary school children), and/or media relations (developing strategies for HRC relations with local media). The intern can choose an area of interest within the Community Relations track that will best suit his/her goals.

Pay: Non-paying internship
Schedule: Flexible. Based on needs of student/intern.

Prerequisites

Majors: Communications, Journalism, Public Relations, Sociology, Social Work, Psychology, Criminal Justice or other related fields.

Skills/Experience: None required but must have good communication skills, proficient word processing and ability to work independently.

Age/Class Level: Open to all ages/class levels.

CONTACT:

LEXINGTON-FAYETTE URBAN COUNTY
HUMAN RIGHTS COMMISSION

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“Research Intern”– in the field of civil rights enforcement the intern will take part in one or more ongoing research projects. In the process of working on the research project, the intern will gain an in-depth knowledge of research methods, data sources and data analysis techniques used in the field of civil rights enforcement. The intern will become familiar with the ways the HRC combines research in its mission to end unlawful discrimination.

The intern must possess solid writing and research skills, and have a demonstrated interest in civil rights enforcement.

“Communication Intern” – will take part in media relations and publications work. The intern will write articles, newsletters, and correspondence. The intern will update the media list and will speak to editors and other journalists about publishing news and comment articles.

The intern must possess solid writing, telephone and communication skills, and have an interest in working with the media to increase public understanding of civil rights enforcement issues and build support for solutions for these issues.

“Field Intern for Hispanic Affairs”- will be responsible for organizing at a grassroots level that involves the identification and coordination of efforts by the HRC to identify and engage other potential outreach opportunities to our Hispanic and Latino community. The intern will be responsible for generating letters, coordinating meetings, creating media opportunities, and assist in building a lasting network contacts in the Hispanic community. In addition to the foregoing the intern will involved in drafting outreach materials for distribution in the Hispanic and Latino community.

The intern must be bilingual, possess solid writing, telephone and other communication skills and have a demonstrated interest in civil rights enforcement.