



Governor Terry E. Branstad  
Lt. Governor Kim Reynolds  
San Wong, Director

## Iowa Commission on the Status of African-Americans Internship Program

The Iowa Commission on the Status of African-Americans (ICSAA) is a state agency that exists to address the needs and concerns of Iowa's African-American citizens. Since its establishment by the Iowa Legislature in 1989, the ICSAA had been a division of the Iowa Department of Human Rights and serves as an advocate for African-Americans living and working across Iowa. In 2010, the Iowa Department of Human Rights underwent reorganization and the division became an office within the newly created Community Advocacy and Services Division.

The ICSAA studies the changing needs and challenges of African-Americans in the state and recommends new programs, policies and constructive action to the governor and the general assembly. The areas addressed include employment, civil rights, children and families, economic development, health, education and the criminal justice system.

The ICSAA employs student interns year round on a full-time or part-time basis. Generally, these positions are unpaid although arrangements may be made to receive academic credit through an intern's college or university. Interns may have some or all of the following duties:

- gather information for statistical research and/or analysis
- conduct policy and program analyses
- respond to citizen inquiries for information and referrals
- assist with general administrative support as needed (help with mailing projects, help facilitate public hearings and other programs, data entry, answering phone)

### Qualifications:

- Attendance at a two-year or four-year educational institution in pursuit of a post-secondary degree (preferred majors include but are not limited to political science, African-American studies, sociology, psychology, pre-law)
- At least six semester hours of course work in African-American studies or have equivalent experience working with African-American issues
- Strong research skills, ability to work independently and proficiency in Microsoft Windows and related applications.

### Send inquiry letters with resumes to:

Kim Cheeks  
Program Planner  
Iowa Commission on the Status of African-Americans  
Department of Human Rights  
Lucas State Office Building  
Des Moines, IA 50319