



2021 Anytown Alabama Social Justice Internship Program

Anytown Alabama Social Justice Internship Program

Staff Training: May 29, 30, & June 5th, 2021

Anytown Alabama: June 6-12, 2021

Applications due: February 12, 2021

Due to the COVID-19 pandemic, we will be making the decision of whether to hold Anytown Alabama 2021 in-person, hybrid, or fully remote by March 31st.

Program Overview

Thank you for your interest in the Anytown Alabama Social Justice Leadership Certification and Internship Program. Internships typically take place during the first full week of June, with extensive training beginning at the end of May. Interns serve as staff for Anytown Alabama Teen Leadership Summit, a social justice program for teens. **Online applications are also available at acealabama.org/anytownalabama.**

Eligibility Requirements

Anytown Alabama interns must be at least 18-100 years old and must be at least one year past graduating high school by the time of camp; to apply for Anytown 2021, you must have graduated by or before May 2020.

We strive to assemble a staff that reflects the real world in which we live. Thus, our staff must be diverse in terms of race, ethnicity, gender, sexual orientation, age, religion, social class, education level, and immigration status. Ideal applicants will also demonstrate the following characteristics:

- Interest in social justice
- Maturity, flexibility, and resourcefulness
- Ability to work as a member of a team
- Ability to also work independently and take initiative while also following directions
- Strong communication and interpersonal skills, with the ability to relate cross-culturally
- Interest in working with teenagers

Certification Process

In order to gain certification, applicants are expected to successfully and competently:

- Attend the entirety of staff training and fulfill staff training requirements such as assigned background readings and online discussions
- Attend the entirety of camp
- Follow all camp rules
- Facilitate/implement at least one workshop
- Facilitate/manage small dialogue groups
- Demonstrate preparedness for workshops and dialogue groups
- Take the lead on various other camp duties, such as overseeing free time activities
- Fulfill unstructured night responsibilities with delegates

Interns will be formally evaluated by the co-director team at the end of camp. Formal evaluations will include and be based on the following criteria, among others:

- Staff Training
- Preparedness for workshops and workshop implementation

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- Adherence to camp policies and regulations
- Interaction with delegates/delegate-centered behavior
- Communication
- Staff Dynamic
- Willingness to step up or step back when necessary
- Emotional Fitness
- Receptiveness to given directions and feedback

What's in it for You (Besides the Certificate)?

What does it mean to have the Social Justice Internship Position and Certificate under your belt? For starters, you'll leave camp having developed the following lucrative skills: public speaking, conflict resolution, leadership, teamwork, punctuality, facilitation, mediation, organization, and many more. We probably don't need to tell you that these skills are important to employers in all fields. Besides these skills, you'll build strong, lasting relationships, and you'll only deepen your passion and commitment to social justice.

Anytown Alabama administrators are committed to helping interns build their knowledge of theory, practical applications, and leadership and facilitation skills, and we believe that successful interns should be rewarded for their commitment to our programming. Thanks for joining us as we reaffirm our commitment to you as staff members through this new certification program.

Cost

There is no charge for participating in the program. While you will not be compensated financially for your participation, we will provide your lodging, meals, and an Anytown t-shirt at no cost to you. We look forward to receiving your applications!

- I have read and understand the requirements and responsibilities of the Anytown Alabama Social Justice Internship Program.**

First & Last Name: _____

Anytown Alabama Teen Leadership Summit is traditionally an incredibly immersive experience involving activities that require participants to interact in close proximity. While we recognize the value of exploring social justice issues in-person, we must acknowledge that it is possible and even likely that we will not be able to conduct Anytown 2021 as a weeklong, fully-residential summit due to circumstances beyond our control. The safety of all of our participants is of the utmost importance. In preparing for all likelihoods, plans for a hybrid or complete remote camp are also underway. Anytown co-directors will follow CDC guidelines and restrictions to make contingency plans as necessary. In the event that Anytown 2021 is held as a hybrid or fully remote camp, would you still like to be considered as a participant?

- Yes, I want to participate in any way.**
- Yes, only if in person.**
- Yes, only if hybrid or remote.**

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Staff Intern Scholarships

Anytown Alabama has a limited number of scholarships available to staff for whom the commitment to a week of service might present a financial hardship. Please indicate below if you would like to be considered for one of these limited staff scholarships. A request for a scholarship will have no bearing on your eligibility for staff selection.

- Yes
- No

If you selected yes, please explain below how you would benefit from a staff scholarship.

- I acknowledge that the scholarship I am applying for is not guaranteed and that the amount of the scholarship will vary based on the setting and delivery of Anytown 2021. If camp is held fully in-person, Anytown Alabama will be offering scholarships in the amount of \$500.00. If camp is held in a hybrid or remote format, Anytown Alabama will be offering scholarships in the amount of \$250.00. Only two staff members will receive a scholarship regardless of the program setting and delivery.

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Applicant Information

First Name: _____

Last Name: _____

Preferred Name *(this will be the name we will print on your nametag)*: _____

Preferred Gender Pronouns

- She, her, hers
- He, him, his
- They, them, theirs
- Other: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Email Address: _____

Phone Number: (____) _____ - _____

Are you at least 18 years of age?

- Yes
- No

Date of Birth: ____/____/____

T-Shirt Size

- Small
- Medium
- Large
- X-Large
- 2XL
- Other: _____

Dietary Restrictions: _____

Languages Spoken: _____

Have you ever been on staff for Anytown Alabama?

- Yes
- No

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Demographics

Gender Identity: _____

Racial/Ethnic Identity: _____

Religion/Faith Identity: _____

Sexual Orientation: _____

Other Groups with which you identify: _____

General Information

Is there anything that will prevent you from performing the essential functions of the position for which you are applying, with or without reasonable accommodation?

- Yes
- No

If yes, please explain:

How were you referred to Anytown Alabama? *(Please be specific)*: _____

Have you ever been employed or provided volunteer services to NCCJ or ACE?

- Yes
- No

If yes, specify dates and organization(s): _____

Have you been convicted of a misdemeanor or felony within the last 7 years, including for the operation of a motor vehicle?

- Yes
- No

If yes, please explain, including date(s) and location(s): _____

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Alabama law requires youth programs to background criminal checks on all staff. Do you give consent to have a background check run?

- Yes
- No

Anytown covers a myriad of social justice topics, including racism, sexism, cultural celebration, community building, privilege, LGBTQ+ issues, equity, advocacy, etc. Which of these topics stands out to you, and why?

Do you have any photography experience?

- Yes *(please explain below)*
- No

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Education

What is the highest level of education you have attained? If you did not receive a degree/diploma, indicate number of years completed: _____

High School

High School Name: _____

Did you complete high school?

- Yes, with a high school diploma
- No, I completed my GED
- No, I did not receive a diploma or GED

If you did graduate from high school, what year did you earn your diploma? _____

Higher Education

School Name & Location: _____

Degree: _____

Course of Study: _____

School Name & Location: _____

Degree: _____

Course of Study: _____

School Name & Location: _____

Degree: _____

Course of Study: _____

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Employment History

Starting with your current or most recent employer, please fill out the following information. If the information requested is not applicable, please respond N/A in the required fields.

Employer #1

Employer Name: _____

Employer Address: _____

Employer Phone Number: _____

Dates Employed

Please provide a date range in the format Month/Year to Month/Year. For example, if you were employed by an organization May 15, 2012 to November 7, 2015, you would list those dates in the provided field as 05/2012 to 11/2015.

____/____/____ to ____/____/____

Supervisor Name & Title: _____

Job Title: _____

Duties Performed: _____

Reason for Leaving: _____

Employer #2

Employer Name: _____

Employer Address: _____

Employer Phone Number: _____

Dates Employed

Please provide a date range in the format Month/Year to Month/Year.

____/____/____ to ____/____/____

Supervisor Name & Title: _____

Job Title: _____

Duties Performed: _____

Reason for Leaving: _____

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References

Please provide three references who can attest to your leadership, commitment, and work ethic that you have known for at least 3 years who are not family members. Please alert your references that we may be contacting them.

Reference #1

Please provide the name, relationship/position, telephone number, and email address for your reference.

Name/ Position: _____

Relationship: _____

Telephone Number: (____) ____ - ____ **Email Address:** _____

Reference #2

Please provide the name, relationship/position, telephone number, and email address for your reference.

Name/ Position: _____

Relationship: _____

Telephone Number: (____) ____ - ____ **Email Address:** _____

Reference #3

Please provide the name, relationship/position, telephone number, and email address for your reference.

Name/ Position: _____

Relationship: _____

Telephone Number: (____) ____ - ____ **Email Address:** _____

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New Staff Personal Response

If you have never previously been on Anytown Staff, please complete the following section. If you HAVE previously been on Anytown Staff, please complete the section on the next page.

What is it about Anytown Alabama that makes you want to be on staff? _____

What would you bring to the program? *(Skills, insights, experiences, perspectives, etc.)* _____

What do you think will be your biggest challenge at Anytown? *(Be specific.):* _____

What experience do you have working with high school students? _____

Think about a time you've found it challenging to work with people whose ethnicity, race, gender identity, sexual orientation, religious beliefs, age, etc. were different from your own. Tell us about that challenge and how you dealt with it.: _____

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Previous Staff Personal Response

If you *HAVE* previously been on Anytown Staff, please complete the following section. If you have *NEVER* previously been on Anytown Staff please complete the section on the previous page.

What year were you previously on staff? _____

What was your biggest contribution to Anytown? *(Be specific; e.g. workshop, facilitation, interactions, etc.)*

What has changed since the last time you were on staff that will impact your work as a staff member at Anytown 2021? _____

If accepted, what would you purposely plan to do differently this summer to have the best experience at Anytown 2021? *(Be specific.)* _____

Please give us brief feedback on your experience with the internship program and evaluation process. _____

What was your biggest shortcoming as a staff member? *(Be specific; e.g. workshop, facilitation, preparation, speaking too little/too much, not interacting with students, checking out, etc.)* _____

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Personality Self-Assessment

Much of your work at Anytown will be in teams. In order to better place you, please indicate how the following statements apply to you. Please respond honestly—there’s not a single “right” type of staff personality. We want diverse personalities and strengths so that we’ll have a well-rounded staff.

Rating System: 1—False, 2—More False than True, 3—More True than False, 4—True

	1	2	3	4	Unsure
I’m a planner.					
I’m organized.					
I’m good at improvising.					
I tend to be on time.					
I’ve spoken in front of a group of 50 or more.					
I’m comfortable talking in front of large groups.					
I’ve led a small group dialogue before.					
I’m better in small groups.					
I’m a good listener.					
I’m a team player.					
I tend to take the lead.					
I’m comfortable talking about touchy subjects.					
I’ve had experience diffusing conflict.					
I’m the life of the party.					
I like being in the background.					
I know a lot about social justice issues.					
I’m really open about my feelings.					
I’m pretty reserved and keep to myself.					
I’m quick on my feet.					
I like giving advice.					
I’m good at reading body language.					
Silence in group discussions should be avoided.					
Good leaders strictly follow the agenda.					
I always do my homework/research.					
I need to know all of the details to feel comfortable.					
When I’m irritable, I’m good at figuring out why.					
Conflicts ought to be solved head-on.					
Most conflicts resolve themselves.					
I need at least 8 hours of sleep per night to function.					

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Commitment Statement

Anytown Alabama requires a significant time commitment: one full week of the program plus training. Training consists of three full days of in-person training, along with several hours of independent workshop preparation.

Anytown 2021 is located at Camp McDowell, 105 Delong Rd, Nauvoo, AL 35578. Staff members are required to ride the provided transportation to and from camp and are not permitted to leave camp for ANY reason. Camp is a communal living space, which means staying in cabins with delegates and/or other staff members. All cabins have standard twin size beds, bathrooms, heating/air conditioning. While staff members are given free time to decompress and recoup, this free time is limited and sparse. There is limited cell service and Wi-Fi at Camp McDowell, so there is no guarantee you will be able to be connected.

Do not apply for a position on staff if you cannot commit to these obligations. By submitting your application, you are guaranteeing that Anytown will be a priority for you.

We value your time commitment, as it is important to us and our obligation to ensure that the program is the best it can be for our delegates. Last-minute staff changes prevent us from delivering the caliber of programming that we have promised them. If you are accepted to be on staff, we expect final notice no later than three (3) weeks after acceptance. Staff spots are very competitive; if you neglect your commitment, you will hurt your chances of being accepted to staff in the future.

Staff Training: May 29, 30, & June 5, 2021

Will you be able to attend the entire staff training?

- Yes
- No

Program week: June 6-12, 2021

Will you be able to attend the entire week of the program?

- Yes
- No

I have read and understand the requirements and responsibilities of the Anytown Alabama Social Justice Internship Program and agree to make Anytown a priority?

- Yes
- No

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Certification

I certify that the information provided in this application is true and complete. I authorize ACE to investigate all statements in this application and to secure any necessary information from all employers, references, academic institutions, and other organizations. I also agree to execute any additional written authorizations necessary for ACE to obtain access to and copies of records pertaining to this information. I agree to release any person, company, or other institution from any and all cause of action that otherwise might arise from supplying ACE with information it may request pursuant to this release.

I understand that any acceptance of my offer to volunteer my services to ACE is contingent upon receipt of satisfactory responses to any or all investigations conducted by ACE. I understand that any false answers or statements, or misrepresentations by omission, made by me on this application or any related document, will be sufficient for rejection of my application, or for my immediate discharge if discovered after I begin providing volunteer services.

I agree to comply with all policies, procedures, and rules applicable to volunteers of ACE, and I understand that any violation may result in my dismissal as a volunteer. I understand that nothing in this application, or in acceptance of my offer to volunteer my services, is intended to create an employment contract between ACE and me.

I hereby acknowledge that I have read and understand the preceding statement:

Signature

Print First and Last Name

Date

Delegate Recommendations

If you know of an eligible high school student who would be a great delegate for Anytown Alabama 2021, please recommend them below.

Name of Recommended Delegate _____

Email of Recommended Delegate _____

Phone Number of Recommended Delegate: _____

Grade in high school next year (2021-2022):

- 10th grade
- 11th grade
- 12th grade

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