



## **Athan G. Theoharis Undergraduate Summer Internship Program - Job Posting**

### **Organization and Opportunity Overview:**

The ACLU-WI is a statewide non-profit, non-partisan, private organization with over 22,000 members. The ACLU-WI is widely recognized as a cutting-edge and leading advocate for civil rights and civil liberties in the state, and works closely with other state organizations that share compatible goals. Our mission: The American Civil Liberties Union of Wisconsin fights to protect, defend, and expand civil rights and liberties— particularly for communities historically denied their rights – through nonpartisan advocacy, community education, litigation, and organizing in order to create a more just future. The ACLU of Wisconsin’s combined operating budget is approximately \$4 million with headquarters in the City of Milwaukee. The organization has a diverse staff of up to 30 individuals.

### **Position Background**

Athan Theoharis, born to immigrant parents in Milwaukee, Wisconsin in the 1930s, went on to become a leading historian who documented the FBI’s violations of privacy and abuses of power, particularly during J. Edgar Hoover’s decades as FBI director. Dr. Theoharis taught history at a number of universities during his career, ultimately retiring from Marquette University, in his home town of Milwaukee. In addition to his scholarship and teaching, Athan was a committed champion of civil rights and civil liberties. He served on the ACLU of Wisconsin’s board of directors for many years and often spoke on behalf of the organization on issues of surveillance and privacy.

When Athan passed away in 2021, his children established a fund to support internships at the ACLU of Wisconsin for college students who would otherwise be financially unable to take an unpaid internship at a non-profit organization.

### **Job Context**

This position is 40 hours per week, limited term, non-exempt position at an hourly pay rate of \$20/hour. The Theoharis Intern is a part of the Development & Engagement Department, will work with the Legal department, and has the

opportunity to participate in the work of other departments as available. This position is based in the Milwaukee area; Hybrid work requirements allow *for* work from home permitted when work responsibility allows, prioritizing caregiving and work-life balance needs. Expected daily working hours are 9am-5pm M-F. The position responsibilities may require limited travel at the expense of the organization. Work may include some nights and weekends.

The goal of this position is to introduce a graduate or undergraduate college student with an interest in civil rights and civil liberties to the work of the ACLU, offering opportunities to learn more about the organization and affiliate, and participate in a variety of work projects and experiences across multiple departments. Specific work and projects will be determined based on the needs of the affiliate in collaboration with the skills and interests of the intern.

This position is set to begin on June 1st, 2026 and will run 10 weeks, but exact dates will be determined with the selected candidate.

### **Experience & Qualifications**

- Commitment to Equity, Diversity, Inclusion, and Belonging as core values;
- A strong commitment to the mission and goals of the ACLU, racial justice, dismantling white supremacy and incorporating a structural power analysis into work;
- Knowledge and understanding of how power and oppression is manifested in matters of race, ethnicity, age, gender, sexual orientation, gender identity, gender expression, religion, ability, citizenship and socio-economic circumstances;
- Trustworthy with excellent judgment and experience exercising discretion and upholding the highest level of confidentiality with sensitive information;
- Excellent interpersonal skills, including conflict resolution experience and ability to work across lines of difference, working effectively with colleagues at all organizational levels, and with external stakeholders;
- Ability to work independently and collaboratively in a fast-paced environment with fellow ACLU-WI staff and outside contractors, managing several projects simultaneously and adjusting to frequently shifting immediate demands with a diplomatic touch.

The following qualifications are preferred, but not required:

- Political communications experience;
- Bilingual, Spanish;
- Some experience in a non-profit environment;
- Prior experience with Canva/Adobe Creative Suite;
- Experience with using Asana, or other project management software.

## **Working Conditions**

Hybrid work requirements consisting of approximately a 40-hour work week with work from home permitted when work responsibility allows, prioritizing caregiving and work-life balance needs. The position requires maintaining physical file records and word processing.

- Ability to work at a computer for multiple hours a day;
- Visual acuity for extensive reading, preparing, and analyzing information, and viewing a computer terminal;
- Ability to do light physical activity including occasional lifting and carrying of office supplies, packages, and equipment weighing up to 20 pounds to facilitate organization, filing, and event assistance.

## **Mental Demand**

Decision making, emotional intelligence, giving and receiving feedback and building trusting, collaborative relationships. The nature of this work can be emotionally demanding and requires thoughtful communication.

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Interested applicants should email a single document of the requested documents to [hr@aclu-wi.org](mailto:hr@aclu-wi.org), please use '[YOUR NAME]-Theoharis Intern' in the subject line of the email. Please submit a cover letter and a resume. The letter should describe the student's interest in civil rights and civil liberties and any personal experiences that shaped that interest, as well as an explanation of how the stipend would make it possible to do an internship that would otherwise be financially difficult.

## **Priority Deadline: April 20th, 2026**

*This job announcement provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. The ACLU of Wisconsin reserves the right to change the description and/or posting at any time without advance notice.*

*The ACLU of Wisconsin is an equal opportunity/affirmative action employer and strongly encourages people of color, people with disabilities, members of the LGBTQ+ community, and formerly incarcerated people to apply.*

*The ACLU of Wisconsin undertakes affirmative action strategies in its recruitment and employment efforts to assure that persons with disabilities have full opportunities for employment in all positions. We encourage applicants with disabilities who may need accommodations in the application process to contact us at [hr@aclu-wi.org](mailto:hr@aclu-wi.org).*

*The ACLU of Wisconsin is comprised of two separate corporate entities, the American Civil Liberties Union of Wisconsin and the American Civil Liberties Union of Wisconsin Foundation. Both are organizations with the same overall mission; they share office space and employees.*