

Rocky Mountain Equality

JOB DESCRIPTION

Title: Spring Youth & Young Adult Programming Intern

Hours: 8 hours of work per week

Compensation: Stipend Payment

Duration: January 7, 2027 - April 23, 2027

Type: Hourly Intern

Office Locations: Equality Center of the Rocky Mountains (3340 Mitchell Lane, Boulder, CO)

Reports To: Youth & Young Adult Engagement Coordinator

Mission

We work collaboratively to create connections and provide advocacy, education, research, cultural events, and responsive programs and services that ensure LGBTQ+ people, families, and communities thrive.

Description of the Work:

The Spring Youth & Young Adult Program Intern at Rocky Mountain Equality (RMEQ) is to support the development, facilitation, and evaluation of programming for LGBTQ+ youth and young adults. This internship would provide an opportunity for a student to gain hands-on experience in LGBTQ+ community programming, positive youth & young adult development, community engagement, program planning, and social work-informed practices.

The intern would work closely with RMEQ's Youth & Young Adult programming team to help strengthen existing programs while developing new opportunities based on the interests and needs of LGBTQ+ youth and young adults.

A major focus of the internship would be supporting our Queer & Trans Young Adult Social, Queer Young Adult Development Lab, and broader youth group programming.

Key areas of work:

Queer & Trans Young Adult Social, Queer Young Adult Development Lab, and Youth Programming Support

The intern would help support the continued development of these programs by:

- Brainstorming and developing social, educational, and community-building activities for young adults & youth.
- Helping plan weekly programming based on participant interests and feedback.
- Supporting the creation of workshops, discussion topics, skill-building activities, and possible field trips.
- Researching community resources, speakers, organizations, and potential collaborators.
- Assisting with outreach and strategies to increase young adult participation.
- Supporting the facilitation of group activities, with setup and teardown.
- Helping document and evaluate programming to identify what is successful and what could be improved.
- Brainstorming opportunities related to career development, education, financial literacy, leadership, creative projects, relationships, community engagement, and personal goals with young adults.
- Helping create goal-setting and reflection activities.
- Supporting peer-led and participant-driven programming.

The intern would have opportunities to take ownership of specific group activities or workshops based on their interests and skills.

Qualifications:

- A passion for LGBTQ+ advocacy and a commitment to supporting youth and young adult communities.
- Excellent communication and interpersonal skills.
- Ability to work collaboratively and independently in a team environment.
- Strong organizational skills and attention to detail.
- Willingness to learn and adapt to new challenges.
- Previous experience in event planning, community organizing, or advocacy work is a plus, but not required.

Benefits:

- Hands-on experience in community organizing, event planning, and advocacy.
- Opportunities to develop leadership and project management skills.
- Networking opportunities with community leaders and organizations.
- A supportive team environment focused on personal and professional growth.

Evaluation:

- Complete the internship evaluation form and provide feedback on what went well and opportunities for improvement for this internship.

Personal Qualities:

The Spring Youth & Young Adult Programming Intern will be:

- Committed and enthusiastic about Rocky Mountain Equality's mission and programs with knowledge of LGBTQ communities and issues, specifically LGBTQ youth & young adult issues and challenges.
- Straightforward and self-assured; one who shares information readily; listens as well as gives advice; and respects the abilities of others; diplomatic and empathic.
- A team player; able to work cohesively with others and perform related tasks effectively
- Healthy in relational skills. One who listens well, speaks respectfully and assertively, honors diverse perspectives, and is honest.
- Motivated and self-directed, able to be flexible with meeting times and the potential to do work on weekends.
- Emotionally mature with a sense of humor to maintain balance.
- Dedicated to effective self-care and a strong believer in sustainable programming
- Commitment to abiding by Rocky Mountain Equality's policies with special emphasis on confidentiality.
- Capacity to serve as a youth representative of the Youth Program before Rocky Mountain Equality's board members, community partners, and the general public.

Application: Résumé plus 3 supplemental questions to be answered in one paragraph each:

1. **What interests you about working with LGBTQ+ youth and/or young adults, and what draws you to this internship opportunity?**
2. **Tell us about an experience you've had working with, supporting, or engaging with a community or group. What did you learn from that experience?**

This could be through employment, volunteering, school, community organizing, student organizations, or another setting.
3. **Imagine you were asked to develop a new program or activity for LGBTQ+ young adults. What is something you would want to create, and why?**