



Equality Virginia Fall Internship

Introduction:

At Equality Virginia, we are committed to our mission of advancing LGBTQ+ protections for all Virginians—through policy, community organizing, and culture-shifting communications.

Fall 2025 is a critical moment for LGBTQ+ rights in Virginia: Equality Virginia is mobilizing voters, volunteers, and community leaders to defend equality at the ballot box and beyond. In order to support this mission, we are offering an 8-week fall internship to provide meaningful learning opportunities to those interested in further developing their strategic communications and social media management skills.

We're hiring a creative, politically engaged Communications Intern to support content creation, storytelling, and digital outreach during the 2025 statewide election season. You'll work directly with our Director of Digital Engagement & Narrative Strategy to help shape the digital strategy that moves people to action on social media, on camera, and on the ground.

We strongly encourage people of color, transgender and non-binary people to apply. Equality Virginia is an equal opportunity employer and welcomes everyone, including non-LGBTQ+ people, to join our team.

Location:

Remote/Hybrid (Must be Virginia-based) with occasional travel for events

Schedule:

20-25 hours/week (flexible schedule)

Internship Dates:

September 9 - November 22, 2025

Program Overview:

The programming internship at Equality Virginia spans 8 weeks, with the following components:

- Orientation: An introduction to the organization, our mission, and the programming at Equality Virginia.
- Training: 1 week of structured communications training, which covers current EV practices, templates, and systems. Interns will build experience with industry-standard political communications tools and resources under the guidance of the Director of Digital Engagement.
- Projects: 7 weeks of working on strategic communications projects and November 2025 Elections projects, with technical oversight and mentoring from our team. The Comms



Intern's final project will be taking the lead on strategic communications and content creation for our Annual Equality Gala on October 4, 2025.

- Learning and Growth: During this final week of the internship, interns are provided additional resources and tools to help them grow their communications & social media management skills and understand the professional development opportunities they can pursue going forward.

Equality Virginia seeks a Communications Intern to support the organization's statewide public education and outreach efforts.

- Assist with day-to-day social media management (Instagram, Facebook, TikTok, etc.)
- Produce shortform video content for voter engagement and volunteer recruitment
- Support graphics, photography, and digital content creation at events, phonebanks, and canvasses
- Help maintain a consistent content calendar, tone, and visual brand
- Draft and schedule posts, captions, and basic scripts for social or email
- Capture and edit photo/video content of volunteers, staff, and community leaders
- Collaborate with fellows and organizers to amplify key messages, GOTV & endorsed candidate campaigns.

Qualifications:

- Demonstrated knowledge of and/or interest in LGBTQ+ and social justice issues; including issues LGBTQ+ families and/or youth face, LGBTQ+ health, HIV & AIDS, racial justice, transgender equality, and LGBTQ+ workplace issues.
- Knowledge of current pop culture, memes, and progressive political discourse
- Strong familiarity with Instagram Reels, TikTok, and Canva
- Basic photo or video editing (CapCut, Adobe Express, etc.)
- Some experience with DSLR or smartphone photography/video (not required)
- Strong attention to detail, strong written and verbal communication and time-management skills, strong research abilities, experience with qualitative, quantitative research and interest in electoral politics, legislative advocacy, and communications strategy is a plus.
- General computer skills including experience with Microsoft Office (Word, Excel, PowerPoint, etc.) and G-Suite (Google Docs, Sheets) etc.
- Ability to work independently in a fast-paced, dynamic and collaborative work environment during a high stakes campaign season

Outcomes

- Enhanced written and verbal, analytical, research, communication, and editing skills, including experience drafting a variety of assignments for internal or public consumption, i.e. memos, newsletters, issue briefs, etc.



- Expanded understanding of and familiarity with Equality Virginia's educational and community empowerment work, and deepened understanding and broader knowledge of the myriad of issues and challenges facing LGBTQ+ people, from health and aging, to HIV, faith and workplace issues, and more.
- Opportunity to build meaningful relationships with seasoned non-profit advocacy professionals, access to mentoring and support.
- Experience working in a high-energy, fast-paced environment at a statewide progressive/LGBTQ+ civil rights organization and concrete, transferable experience with administrative management skills that are applicable to entry-level employment.

Expectations:

- Interns must commit at least 20 hours a week to their communications work.
- Interns must be organized and detail-oriented, with good communication skills.
- Interns must collaborate with our entire team in order to complete their tasks.
- Interns must be able to learn quickly and demonstrate initiative and creativity.

Compensation:

Interns participating in the program will receive a stipend of \$2,500 for the duration of the program. This will be paid in two installments.

We look forward to welcoming a new class of interns to Equality Virginia and helping them develop and grow their strategic communications skills!

To apply:

Email resume (including names and contact information of 3 references) and cover letter to jobs@equalityvirginia.org by August 23, 2025. Feel free to include any relevant social media accounts, video content, or digital work samples (not required, but encouraged!). Please be sure to put "Fall Internship" in the subject line of your email.