Massachusetts Commission Against Discrimination | www.mass.gov/mcad

- Kumar Ramanathan (Philosophy, Political Science, 2015)
- Public Education and Outreach
- Full-time, 40 hours per week
- Unpaid but receiving Career Center Internship Grant

**What do you do as an intern at this organization?**
I was responsible for contacting community organizations that serve people who are likely to face discrimination and conducting presentations for those communities on their rights under discrimination law. For my part, this involved an initial week-long intensive training on state anti-discrimination law, as well as continued training to tailor presentations for the needs of each community. I also had opportunities to observe all of the legal proceedings at the MCAD.

**How did you find your internship?**
I read about it in a previous year’s TIP Book on the Career Center website.

**What do you enjoy most about your internship?**
I really like going out into the greater Boston community and interacting with a huge variety of people and organizations that I otherwise would never have met. I learn more about the challenges that various communities face each time I do a presentation. It has really opened my eyes to the depth and complexity of Boston’s many communities, their history, and their political needs and interests.

**What do you find challenging?**
Sometimes it can be hard to schedule presentations with organizations where the staff are already overworked and might not fully understand what your role and the MCAD’s role is. This can be challenging, especially when there aren’t many presentations happening. It did teach me how to balance my time when the work is uneven, and it also encouraged me to seek out different tasks in the office.

**What advice would you offer to someone who wants to make the most of an internship like yours?**
Applications are reviewed on a rolling basis; I would highly recommend applying around February for the summer internship. I would also recommend this as a fall or spring internship -- it would be a great opportunity to work about 10 to 15 hours a week with a very flexible schedule. The work comes in waves; sometimes you have three presentations in a week and sometimes you have a lot of downtime. Both managing time during busy weeks and being creative about finding things to do in slow times are important skills.

**About the Organization**
Massachusetts Commission Against Discrimination
Boston, MA

The Massachusetts Commission Against Discrimination (MCAD) is the state agency charged with enforcing the state's anti-discrimination laws in the areas of employment, housing, credit, education, public accommodations, mortgage, and lending. State law prohibits discrimination based on race, color, religion, national origin, ancestry, age, sex, gender identity and expression, sexual orientation, disability, genetics, military status, and retaliation. In addition to these bases, the Massachusetts fair housing law also prohibits discrimination on the basis of children, public assistance, veteran status, and marital status.