

## Internship # 2 - Support for the anti-racism, anti-discrimination and inclusion committee

Location: Bolivia Country Office

### Introduction:

The World Bank offers Internship opportunities to highly motivated individuals. The position allows the candidate to be exposed to the mission and the work of the World Bank in the field of international development. The Internship allows individuals to bring new perspectives, innovative ideas, and latest research experience into the World Bank's work and improve their skills while working in a diverse environment. An internship at the World Bank is an opportunity to learn while gaining practical experience.

The Latin America and Caribbean Region (LCR) Inclusive Internship Program 2022 is a key initiative for the LCR Vice-presidential Unit within the World Bank's larger commitment to combat racism and provide career opportunities for people from all backgrounds and ethnicities. The Program is targeted to highly motivated and qualified individuals from the LAC region, with a special focus on Afro descendants, Indigenous People, and other minorities.

### Eligibility Criteria:

To be eligible for this position, candidates must be a Bolivian national. They must be a graduate-level student at an accredited university or a recent graduate of a graduate-level program (Master's or PhD; up to 2 years after graduation) and be 30 years old or younger. Candidates should have at least 1-2 years of relevant work experience (may include previous job positions, paid or unpaid internships and volunteer work).

Excellent verbal and written communication skills in Spanish are required. Strong verbal and/or written skills in English is preferred. Knowledge of a Bolivian indigenous language is desirable.

### Terms of Reference:

The local anti-racism, anti-discrimination and inclusion committee is comprised of three Country Office (CO) staff members. The purpose of the Committee is to address racism and racial discrimination by designing and executing an annual action plan with activities at the internal and external levels, considering the situation regarding this social problem in the country.

To date, the Committee is designing its annual plan comprising internal activities aimed at promoting self-reflection processes among the CO staff through Brown Bag Lunch (BBL) sessions, conferences, training sessions, and campaigns; and a nationwide contest to contribute to a dialogue and increased conscious on issues of race, while demonstrating its importance and impact on the WB's mission.

Given these considerations, the intern is expected to provide general support to the committee including a) Administrative and logistics; b) Database updates; c) Data compilation to produce a

baseline for all the internal and external activities; d) Logistical support for internal and external events; e) Analytical work regarding the data produced as part of the contest; 6) Systematization and qualitative analytic work regarding good practices and lessons learned during the process and other ad-hoc activities.

### **Duties and accountability:**

#### 1. Anti-racism contest

Under the coordination of the Committee, the incumbent will provide support in the following activities:

- Assist the planning and preparation phase
- Support the activities related to the national launch
- Support the preselection phase
- Assist the award event activities
- Data processing for reporting purposes
- Provide support to the post award dissemination
- Collaborate in the activity assessment and results measurement

#### 2.2 Diversity & Inclusion (D&I) activities

Under the coordination of the Committee, the incumbent will provide support in the planning, organization, and execution of various D&I events, including Brown Bag Lunches (BBLs), internal trainings, among others. They will assist with the following duties:

- Choose topics for the event
- Choose date and time
- Select experts to give the presentation/BBL/internal training
- Send out invitations
- Build content for the event
- Log event in a database for reporting purposes

### **Qualifications**

- The successful candidate will have a background in a field of study relevant to the committee work such as Communications or other social sciences, with expertise on social inclusion, cultural management, gender, or racial/ethnic issues.
- Prior work experience in public dissemination processes is preferred.
- Prior work experience in communications materials/writing.
- Strong oral and written skills in Spanish is required.
- Location of the post is flexible (remote work possible) for a duration of 6 months.