

**Internship Title: Graduate Research Internship—Health Equity Measurement and Policy Analysis
(FALL26-02-P)**

Position Overview: The New Orleans Health and Human Services Department is seeking a graduate-level Research Intern to support the development of a novel measurement framework examining how racial attitudes may influence policymaking and contribute to health inequities. The intern will assist with identifying, evaluating, and operationalizing indicators that can be used to measure a multidimensional latent construct related to racial attitudes and policy decision-making. This is an in-person internship reporting to the Office of Community Engagement, Performance, and Equity (OCEPE), Division of Health Equity and Innovation (HE&I) at the New Orleans Health and Human Services Department. Rate of pay and funding source will be determined in accordance with City of New Orleans internship policies and available funding.

Intern Supervision

- Supervisor Name: Flint D. Mitchell, Ph.D.
- Supervisor Title/Program: Deputy Director for Community Engagement, Performance, & Equity
- Supervisor Email: Flint.Mitchell@nola.gov
- Supervisor Phone: 504-512-6138 (mobile) | 504-658-2540 (office)

Primary Responsibilities:

- Conduct research to identify and evaluate validated measures of racial attitudes, implicit bias, policy preferences, and behavioral indicators relevant to public policy decision-making.
- Assist in developing a conceptual and measurement framework for operationalizing a multidimensional latent construct related to racial attitudes and policymaking.
- Compile, organize, and summarize data sources that may be used to measure construct dimensions and support future statistical modeling.
- Develop documentation describing proposed indicators, measurement approaches, and data limitations.
- Prepare research summaries, presentations, and technical reports for project staff and stakeholders.

Sample Activities:

- Review peer-reviewed literature on racial attitudes, structural racism, implicit bias, social psychology, political behavior, and public policy.
- Conduct environmental scans of existing measurement instruments, scales, and indices used to assess racial attitudes and related constructs.
- Develop evidence tables comparing strengths, limitations, reliability, and validity of potential measures.
- Identify publicly available datasets that contain indicators relevant to racial attitudes, policy preferences, voting behavior, or policymaking activities.
- Assist with creating measurement matrices linking theoretical concepts to observable indicators and data sources.

- Prepare annotated bibliographies, research briefs, and literature summaries for use in grant proposals, reports, and publications.
- Participate in project meetings and present findings related to measurement strategies and conceptual model development.
- Assist with organizing and documenting data sources, variable definitions, and coding schemes for future research activities.

Desired Qualifications:

- It is preferred that the student attend one of the following institutions:
 - Delgado Community College
 - Dillard University
 - Louisiana State University
 - Loyola University New Orleans
 - Southern University of New Orleans
 - University of Holy Cross
 - University of New Orleans
 - Xavier University of New Orleans
- If the student does not attend one of the above-mentioned universities, the student must be a Louisiana native.
- Currently enrolled in a master's or doctoral program in Public Health, Epidemiology, Sociology, Political Science, Psychology, Public Policy, Data Science, Statistics, Social Work, or a related field.
- Strong interest in health equity, public policy, social determinants of health, social science research, or quantitative methods.
- Experience conducting literature reviews and synthesizing findings from academic research.
- Familiarity with concepts such as latent variables, measurement, survey research, psychometrics, or program evaluation is preferred.
- Strong written communication, analytical thinking, and organizational skills.
- Proficiency in Microsoft Word, Excel, and PowerPoint.
- Experience using academic databases and reference management software (e.g., Zotero, EndNote, or Mendeley) is desirable.
- Experience with statistical software such as R, SPSS, SAS, Stata, or Python is preferred but not required.

Position Requirements:

- A minimum of a degree from an accredited college or university. Supporting documentation such as an official transcript, diploma, or certificate is also required.
- All City of New Orleans applicants must pass a drug and background screening prior to hire, be legally allowed to work in the United States, and able to provide supporting documentation such as a valid passport.
- Must be able to work in person at the New Orleans Health and Human Services Department during regular business hours; remote work is not permitted.

New Orleans Department of Health & Human Services Internship Program
Internship Opportunity Description
Fall 2026



- Must maintain enrollment in an accredited college or university (or be a recent graduate, if permitted under internship guidelines).
- Must comply with all City of New Orleans and New Orleans Health and Human Services Department policies and procedures.
- Must be able to manage multiple assignments, conduct independent research, and meet project deadlines.
- Must maintain confidentiality when handling research materials and project documents.
- Must be available for a minimum commitment of 10–20 hours per week during the internship period.
- Must possess strong attention to detail and the ability to work with complex conceptual and quantitative information.

Compensation:

- Paid interns will be hired at the Civil Service Management Development Assistant classification level with an hourly compensation rate of \$18.88 per hour.
- Paid interns cannot work overtime; hours worked will be strictly limited to no more than 15 hours per week.
- Positions are limited to a term of up to 12 consecutive weeks from official start date.
- Paid interns hired by the City cannot take another transient appointment within one year of termination.
- No benefits will be awarded for this position.

Resources Available:

- Workspace to conduct work-related activities
- Desktop Computer equipped with Microsoft Office 365
- Memberships available to NOHD staff including Canva and Visio
- Nola.gov email
- Phone (landline)
- Basic office supplies necessary to fulfill responsibilities
- Printer with scanning and copying capabilities