



Senior Attorney – Public Policy Youth Practice Group

Location: Remote (within California only), Hybrid or Sacramento, Fresno, Oakland, Ontario, Los Angeles or San Diego

Individuals who are Deaf or Disabled are encouraged to apply.

SALARY RANGE (Depending on Experience): \$89,435 - \$130,958 annually

We base salary and position offers on experience and an internal equity analysis.

Employment Status: Exempt; Regular; Full time (37.5 hrs)

EXCELLENT BENEFITS including 8% 401k Match, a **LRAP (Loan Repayment Assistance Program) that pays up to \$300 per month depending on salary and debt and a language** a language differential up to \$250/mo. Health (HMO and PPO options), dental, vision; basic life insurance; short-term and long-term disability insurance; and flexible spending accounts (medical, dependent care and commuter). Additionally, we offer ample vacation, sick/wellness leave and eighteen paid holidays (including the last week in December) and more..... We are a Public Service Loan Forgiveness (PSLF) - eligible employer.

Application Deadline: *Open until filled.*

WHO WE ARE

Disability Rights California (DRC) defends, advances, and strengthens the rights and opportunities of people with disabilities.

DRC works for a world where all disabled people have power and are treated with dignity and respect. In this world, people with disabilities are supported, valued, included in their communities, afforded the same opportunities as people without disabilities, and make their own decisions.

DRC values all forms of human diversity. We are committed to a culture of belonging where all people are welcome. In order to be effective advocates for all people with disabilities, we must address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

YOUTH PRACTICE GROUP (YPG)

We are a statewide team of passionate attorneys who work collaboratively to enforce and expand the rights of students with disabilities. Our goal is to ensure that students with disabilities receive the benefits and supports guaranteed under federal and state laws. We achieve this objective through various types of lawyering and advocacy strategies that includes individual student representation at due process hearings, systemic litigation, investigations and monitoring of school districts, policy advocacy and community empowerment.

The YPG works collaboratively on lawsuits and advocacy projects on behalf of all youth with disabilities. Much of our current work includes advocating on behalf of students with disabilities facing exclusionary discipline, youth with mental illness, foster youth, undocumented youth, Tribal youth, students of color and underserved communities. We also work to improve access to education supports and services, through our legislative and policy work with coalition partners.

PURPOSE OF THE JOB

This is a new position for the YPG. A significant portion of this position's time will be dedicated to policy and legislative advocacy aimed at protecting and advancing the rights of youth with disabilities.

- Work collaboratively within the Youth Practice Group to identify policy initiatives and develop an overall policy strategy to advance the Group's goals and objectives;
- Coordinate with DRC's Legislative Unit to implement the Group's legislative agenda utilizing appropriate strategies and tactic;
- Develop, lead, and/or participate in administrative hearings that are responsive to the urgent needs of children and youth with disabilities;
- Represent individual clients in negotiations, mediations, and judicial and administrative proceedings;
- Analyze and track relevant student or youth related state and federal legislation; draft position letters; prepare and deliver testimony; and participate in communication, public education, and organizing strategies.
- Cultivate relationships with key coalitions, stakeholders, policy makers, elected officials and relevant administrative or government bodies and leaders;
- Create public policy campaigns with measurable objectives that includes community input and a team based approach.



- Prepare or coordinate training materials, publications, reports, or special projects, or make presentations about legal work as necessary.
- Participate in other duties as assigned.

MINIMUM QUALIFICATIONS

- Juris Doctor degree (JD) plus seven (7) years of experience practicing law or internal candidates who have worked at DRC for three continuous years and have six years of experience practicing law.
- Excellent written and oral advocacy skills
- Demonstrated ability to lead multiple and complex advocacy projects, build strong relationships, and work well in collaboration with others.
- Demonstrated commitment – through lived experience and/or employment history – to working with people with disabilities, people of color and low-income clients, and incorporating race equity and community lawyering principles into their work.
- Expertise in one or more substantive areas of law of importance to children and youth disabilities (i.e., Individuals with Disabilities Education Act, Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Due Process Clause of the Fifth and Fourteenth Amendments, etc.).
- Experience in two or more practices involving policy advocacy, administrative proceedings, community organizing, discovery, motion practice, class action litigation, trial advocacy, or appellate practice related to the position.
- The ability to work independently with appropriate supervision.

LICENSES / CERTIFICATES

Must be a member of the California State Bar, or eligible to practice under the Registered Legal Services Attorney Program.

Working at DRC is more than just a job - it is a rare opportunity to do what you are good at while making a difference! DRC offers competitive salaries and a generous benefit package. To view the detailed job description and complete the application process [here](#).