Senior Attorney  
Civil Rights Practice Group  
Location: Remote (Must live in California),  
Sacramento, Oakland, Los Angeles, or San Diego

Individuals who are Deaf or Disabled are encouraged to apply.

SALARY RANGE (Depending on Experience): $89,435 – $130,958 yr  
We base salary and position offers on experience and an internal equity analysis.

Application Deadline: Open until filled. Applications should be received by August 1, 2023 to be considered for the first round of interview.

WHO WE ARE  
Disability Rights California (DRC) defends, advances, and strengthens the rights and opportunities of people with disabilities and challenges systemic discrimination.

DRC works for a world where all disabled people can exercise their 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 have the right to make their own decisions. To be effective advocates, we address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

DRC values all forms of human diversity and is committed to a culture of belonging where all people are welcome.

CIVIL RIGHTS PRACTICE GROUP  
The Civil Rights Practice Group is a diverse, statewide team of passionate attorneys developing and implementing impactful strategies – litigation, policy, and community support – to stop discrimination against people with disabilities. Our current priorities include:

  · challenging discrimination in private and public programs;
  · confronting the criminalization of people experiencing homelessness;
  · protecting and increasing affordable, accessible housing;
· ensuring access to transit;
· access to higher education;
· access to websites and other electronic information;
· access to courts; and
· addressing the intersectional needs of people with disabilities.

We are committed to progressive social change for diverse people with disabilities and strive to build a culture of cooperation and mutual support.

PURPOSE OF THE JOB:

The Civil Rights Practice Group seeks a senior attorney who will lead, collaboratively on various advocacy initiatives within the group. Applicant should have demonstrated experience in leading impact litigation, community advocacy, and individual affirmative advocacy.

Reasonable accommodations may be made to enable individuals with disabilities to perform the job responsibilities.

MINIMUM QUALIFICATIONS

- Juris Doctor degree (JD) plus seven (7) years of experience practicing law or internal candidates who have worked at DRC for two continuous years and have six years of experience practicing law.
- Excellent advocacy skills (such as research, writing, analytic, oral).
- 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 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 (such as the 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 of systemic policy advocacy, administrative proceedings, community organizing, discovery, motion practice, class action litigation, trial advocacy, or appellate practice related to the position.
• Four (4) years of successful results in advocacy, such as intake/outreach projects, administrative proceedings, writs, eviction defense, or single client / single defendant lawsuits.
• 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.

DESIRED QUALIFICATIONS
• Knowledge of laws, rights, and services as they pertain to people with disabilities, and/or direct representation of people with disabilities.
• Able to communicate fluently and write effectively in Spanish or an Asian language; or able to communicate using American Sign Language.
• Experience with and/or extensive contacts in ethnic or language distinct communities.
• Experience working with and/or sensitivity to persons with disabilities and/or experience working with and/or sensitivity to persons from multi-ethnic communities.
• Life experience as a person with a disability OR direct experience as a caregiver of a family member with a disability.

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.