



## **DIRECTOR, DISABILITY RIGHTS PROGRAM WASHINGTON D.C., OR SAN FRANCISCO**

The ACLU seeks a **Director, Disability Rights Program**. This position is assigned to the ACLU National Office located in **Washington, DC** or **San Francisco, CA**. This is a **hybrid role** that has in-office requirements of two (2) days per week or eight (8) days per month.

The Disability Rights Program (DRP) was founded in 2012 to advance an America free of discrimination against people with disabilities; where people with disabilities are valued, integrated members of society who have full access to education, homes, health care, jobs, families, voting and civic engagement. While DRP is relatively new, the ACLU's fight for the rights of people with disabilities is not. Over the decades, the ACLU has achieved key wins to stop coerced mental health treatment and unnecessary institutionalization, as well as played a role in the drafting of the Americans with Disabilities Act (ADA). DRP works on issues at the intersection of disability rights and civil rights. Its work currently focuses on the criminal legal system (prison, criminal supervision, and policing), education (aversive discipline), voting, guardianship, artificial intelligence, and the criminalization of homelessness. DRP also provides support to a nationwide network of affiliates and the National office on disability rights issues that intersect with core civil liberties.

DRP is part of the ACLU National Legal Department's Ruth Bader Ginsburg Center for Liberty, which encompasses the ACLU's work on disability, LGBTQ rights, religious freedom, reproductive rights, and women's rights.

### **WHAT YOU'LL DO:**

Reporting to the Deputy Legal Director/Director of the Ruth Bader Ginsburg Center for Liberty, the Director oversees a team of staff attorneys, paralegals, fellows, and interns and will set the ACLU's strategic vision and priorities to advance disability rights and advocate on behalf of people with disabilities.

### **Responsibilities include:**

- Setting and directing the ACLU's nationwide litigation strategy on disability rights, including how to leverage disability rights arguments to disrupt the school to prison pipeline, reduce mass incarceration, oppose voter suppression, and promote the integration and inclusion of people with disabilities
- Developing and implementing integrated advocacy strategies, as appropriate, including policy and legislative advocacy, research, public education, and litigation, in collaboration with colleagues in the ACLU's National Political Advocacy Department, Communications, Data Analytics, and other departments, and the ACLU's 54 state affiliates

- Leading, managing, developing, and coaching the DRP team; developing staff capacity to work collaboratively and grow issue area expertise
- Serving as a principal legal, policy and/or subject matter expert and advocate; representing the Legal department and ACLU in external meetings and coalitions as well as internally across departments and cross-functionally
- Tracking disability rights cases heading to the Supreme Court, and coordinating amicus briefs and advocacy, where needed
- Serving as a public spokesperson for the ACLU on issues related to disability rights and other substantive areas of expertise – in collaboration with ACLU Communications staff and other key stakeholders, provide expert commentary to media, participate in media briefings, and draft and contribute to op-eds and other publications
- Advising and supporting ACLU state affiliates working on disability rights issues
- Working with the ACLU's Development department to communicate the project's goals and successes to ACLU supporters
- Coordinating with disability rights litigators and advocates in the community to collaborate on national priorities
- Engaging in fundraising and donor cultivation; managing project budget
- Traveling as required for litigation, conferences, speaking engagements, and fundraising

#### **Future ACLU'ers will:**

- Be committed to advancing the mission of the ACLU
- Center principles of equity, inclusion, and belonging in all work, embedding the values in program development, policy application, and organizational practices and processes
- Demonstrate a commitment to diversity within the office using a personal approach that values all individuals and respects differences in regards to race, ethnicity, age, gender identity and expression, sexual orientation, religion, disability and socio-economic circumstance
- Commitment to work collaboratively and respectfully toward resolving obstacles and/or conflicts

#### **WHAT YOU'LL BRING**

- J.D. degree with significant impact litigation experience and subject matter expertise in disability rights
- Demonstrated leadership experience and a proven track record in setting priorities, developing litigation strategy, and leading strategic planning
- Experience leading and managing teams with a track record of motivating teams, attracting and recruiting talent, delegating effectively, and managing performance
- Excellent legal research, writing, communication and presentation skills
- Experience developing and implementing civil rights strategies that include litigation, public education, legislative and policy advocacy, and media outreach
- Experience, either through personal connection and history or through work experience, with communities harmed by disability discrimination
- Outstanding ability to build relationships and use influence effectively in a variety of settings, both within the organization and with external constituencies
- A demonstrated ability to communicate effectively with diverse audiences, including the general public, national and local media, policy makers and others
- Experience managing budgets and making resource allocation decisions
- Experience working in large, complex organizations with a federated structure a plus

#### **COMPENSATION**

The ACLU values equity, transparency, and clarity in pay. Consistent with the ACLU's compensation philosophy, there is a set salary for this role. The annual salary for this position is \$227,301, reflective of a position based in New York, NY, where our National offices are headquartered. This salary will be subject to a locality adjustment (according to a specific city and state), if an authorization is granted to work outside of the location listed in this posting.

### **WHY THE ACLU**

For over 100 years, the ACLU has worked to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the United States. Whether it's ending mass incarceration, achieving full equality for the LGBTQ+ community, establishing new privacy protections for our digital age, or preserving the right to vote or the right to have an abortion, the ACLU takes up the toughest civil liberties cases and issues to defend all people.

We know that great people make a great organization. We value our people and know that what we offer is essential not just their work, but to their overall well-being.

At the ACLU, we offer a broad range of benefits, which include:

- Time away to focus on the things that matter with a generous paid-time off policy (up to xx) days off per year)
- Focus on your well-being with comprehensive healthcare benefits (including medical, dental and vision coverage, parental leave, gender affirming care & fertility treatment)
- Plan for your retirement with 401k plan and employer match
- We support employee growth and development through annual professional development funds, internal professional development programs and workshops

### **OUR COMMITMENT TO EQUITY, DIVERSITY & INCLUSION**

Equity, diversity, and inclusion are core values of the ACLU and central to our work to advance liberty, equality, and justice for all. We are a community committed to learning and growth, humility and grace, transparency and accountability. We believe in a collective responsibility to create a culture of belonging for all people within our organization – one that respects and embraces difference; treats everyone equitably; and empowers our colleagues to do the best work possible. We are as committed to anti-oppression and anti-racism internally as we are externally. Because whether we're in the courts or in the office, we believe 'We the People' means all of us.

The ACLU is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status and record of arrest or conviction, or any other characteristic protected by applicable law. Black people, Indigenous people, people of color; lesbian, gay, bisexual, transgender, queer, and intersex people; women; people with disabilities, protected veterans, and formerly incarcerated individuals are all strongly encouraged to apply.

The ACLU makes every effort to assure that its recruitment and employment provide all qualified persons, including persons with disabilities, with full opportunities for employment in all positions.

*The ACLU is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please*

*email [benefits.hrdept@aclu.org](mailto:benefits.hrdept@aclu.org). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.*