

**POSITION ANNOUNCEMENT
SUPERVISING ATTORNEY, CIVIL RIGHTS TEAM**

Job Type: Permanent

Full Time Equivalent: 1.0 (40 Hours/week)

Reports to: Protection and Advocacy Managing Attorney

Rate: \$60,000-\$68,000 (annually) DOE

Location: Madison or Milwaukee preferred; will consider locations anywhere in Wisconsin. Hybrid remote work (partial at-home and in-office) or fully remote work arrangements are possible, depending on location in relationship to a DRW office.

Application Instructions: Submit resume and cover letter (preferred but not required), detailing your qualifications and experience as they relate to the minimum and preferred qualifications.

For priority consideration apply online at <http://www.disabilityrightswi.org/careers>

Application Deadline: June 6, 2022. Position will remain open until filled

Alternate formats of this Position Announcement are available upon request. Materials may be submitted in alternate formats if necessary.

What is DRW?

Disability Rights Wisconsin is the state's Protection and Advocacy system, charged with protecting the rights of individuals with disabilities and keeping them free from abuse and neglect. Employing a variety of means, our advocates and attorneys use individual casework and systems advocacy to achieve positive changes in the lives of people with disabilities and their families. We are seeking employees who value this work. In turn we treat our employees well, offering a supportive environment, talented colleagues, excellent benefits, and generous leave.

DRW arose out of a disability civil rights movement demanding that the abuse of people with disabilities end and that people with disabilities be included in life, school, workplaces, and communities. Our core values include Diversity, Dignity, Independence, Accessibility, Inclusion, Human Rights, and Liberation.

A diversity-based approach to disability rights recognizes the intersectional nature of oppression experienced by people with disabilities from underprivileged and underserved communities. We strive to create a welcoming and inclusive environment at DRW. We work to specifically address disability-related injustices at the intersections of disability and race, disability and gender, disability, and gender-based violence, and more.

Job Summary

The Supervising Attorney will provide team leadership and coordination for the Civil Rights Team, to include grant reporting, supervision, and advocacy quality assurance; will engage in individual and systemic legal advocacy; and provide outreach and training on issues related to employment and housing discrimination.

The Supervising Attorney is responsible for providing individual advocacy and direct legal representation on disability rights issues, including the Americans with Disabilities Act, the Wisconsin Fair Employment Act, and the Fair Housing Act and the Rehabilitation Act through litigation, systems change initiatives, and outreach and training. The Supervising Attorney is also responsible for providing supervision to the Civil Rights Team Staff Attorney and Advocacy Specialists and maintaining content area expertise in disability discrimination law and practice.

Key Responsibilities

1. Individual Case Legal Practice 40%

- Provide effective legal representation in a timely manner on behalf of people with disabilities experiencing discrimination in employment, housing or other public accommodations and related matters.
- Provide timely information, referrals, and legal advice to assigned clients.
- Accurately complete intake forms and keep organized and up to date case files.
- Provide attorney backup and consultation on cases handled by Staff Attorneys, Advocacy Specialists, and law clerks.
- Engage in negotiation, mediation, administrative hearings, and occasional litigation with possibility for impact litigation both individually and with other attorneys.

2. Supervision and Management 40%

- Provide supervision to Civil Rights team Staff Attorney and Advocacy Specialists.
- Provide leadership to Civil Rights team on identifying new issues and annual planning in participation with others.
- Coordinate P&A grants as assigned to Civil Rights Team, including completing annual application and reporting forms and oversight of grant budget.

3. Systems Advocacy 10%

- Lead Civil Rights Team in DRW systems change and public policy initiatives that impact individuals with disabilities.
- Represent DRW on coalitions, and committees, that address advocacy issues, and/or the legal and civil rights of people with disabilities.
- DRW's primary content area expert in employment and housing discrimination law and practice.

4. Outreach and Training 10%

- Participate in outreach strategies, including efforts focused on specific culturally diverse and disability groups.
- Respond to individual training and media requests regarding employment and housing discrimination issues, develop educational and training materials including social media.

Qualifications

Required:

- Law degree and member of (or eligible for admission to) Wisconsin Bar within 6 months after being hired.
- Three years' experience handling matters related to employment and/or housing discrimination.
- Demonstrated commitment to social justice and/or disability rights.
- Experience handling individual client cases, including keeping organized and up to date case files
- Experience supervising others.
- Good oral and written communication skills and experience working independently and as part of a team
- Familiarity with state and federal laws on employment, fair housing and the Americans with Disabilities Act.
- Experience with federal or state courts and administrative hearings.
- Direct contact with persons from culturally diverse backgrounds.
- Some Statewide travel required.

Preferred:

- Familiarity with services system including the Division of Vocational Rehabilitation, the Equal Employment Opportunity Commission, the Equal Rights Division, or HUD.
- Experience/direct contact with people with disabilities.
- Experience providing legal backup or advice.
- Experience as lead counsel in state or federal trial practice.
- Experience in non-litigative approaches to systems change (e.g., legislative advocacy, grassroots organizing, and policy analysis).
- Experience providing training or public speaking to a variety of groups.

Benefits

Disability Rights Wisconsin places a high value on the well-being of our staff. We offer the following benefits for permanent employees working at least 20 hours per week: health, vision, dental, and life insurance; short- and long-term disability; 401(k) retirement savings plan with employer contribution, and flex spending plan. Paid time off includes generous holiday, vacation, personal and medical leave, as well as time for volunteering and voting.

A COVID-19 vaccine mandate is in place for all employees. A copy of the policy can be requested by emailing hr@drwi.org

EEO/AA | We're an equal opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.