

POSITION ANNOUNCEMENT
Staff Attorney, Community & Institutions Team

Job Type: Permanent

Full Time Equivalent: 1.0 (40 hours/week)

Reports to: Supervising Attorney

Rate: \$55,000-\$62,000 (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 proximity to a DRW office.

Application Instructions: Submit resume and cover letter 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: February 17, 2023. 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 Community & Institutions Team (C&I) focuses on the following issues:

- Addressing barriers that adults and children with disabilities face in order to access high quality, community-based support services and a long-term support system that promotes self-direction and care in the least restrictive, most integrated setting.
- Protecting the rights of adults and children with disabilities who reside in community-based or institutional settings, including corrections.
- Decreasing the risk of abuse and neglect of adults and children with disabilities in institutions and the community.

Guided by these issues, the Staff Attorney for the C&I Team will engage in individual and systemic legal advocacy on behalf of people with disabilities in community and institutional settings. In addition, the Staff Attorney will also engage in outreach and training with stakeholders regarding policy and practice as it relates to the rights of people with disabilities on these issues.

Key Responsibilities

1. Individual Case Legal Practice (70%)

- Provide timely, effective legal assistance and representation on behalf of people with disabilities, including
 - Intervening with service providers, treatment and rehabilitation teams, county or state government officials and others.
 - Engage in negotiation, mediation, administrative hearings, and occasional litigation with possibility for impact litigation both individually and with other attorneys.
 - Assist individuals in preparing and filing complaints, grievances and appeals.
 - Provide timely information, referrals, and self-advocacy assistance to assigned clients.
- Provide attorney back up and consultation to attorneys, advocates and intake staff.
- Accurately complete intake forms and keep organized and up-to-date case files.
- Develop content area expertise regarding Medicaid, the ADA, the Rehab Act, Protective Services, Mental Health Commitment, Client/Patient Rights, and Guardianship.

2. Systems Advocacy (20%)

- Assist the C&I 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 rights of people with disabilities in institutional and community settings.

- Serve on DRW's Investigations Team, which reviews and investigates instances of abuse and neglect reported to DRW.

3. 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 significant issues for people with disabilities including Medicaid, corrections, or client rights; develop educational and training materials including social media.

Qualifications

Minimum Qualifications:

- 0-5 years of experience in the practice of law. Law degree and licensed to practice law in Wisconsin or ability to become licensed within six months.
- Excellent listening, verbal, and written communication skills.
- Demonstrated commitment to social justice and/or disability rights.
- Experience/direct contact with people who have disabilities and/or persons of culturally diverse backgrounds.
- Basic computer skills including email, word processing, and use of the internet.
- Some statewide travel required.

Preferred Qualifications:

- Experience in providing legal advocacy to people with disabilities.
- Experience with federal or state courts and administrative hearings.
- Experience in non-litigative approaches to systems change (e.g., legislative advocacy, grassroots organizing, and policy analysis).
- Familiarity with state and federal laws related to people with disabilities including Medicaid, ADA, Rehab Act, Protective Services, Mental Health Commitment, Client/Patient Rights, and Guardianship.
- Familiarity with services system including Medicaid waiver and community-based mental health programs, residential facilities for people with disabilities, state-operated facilities, and corrections.
- Fluency or strong proficiency in American Sign Language, Hmong, or Spanish.

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

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Protection and advocacy for people with disabilities.

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.