



**POSITION DESCRIPTION:**

**One-year Fellowship: Movement Lawyering**

**or**

**Movement Lawyer**

**(Full-Time: 35 hours)**

Lavender Rights Project (LRP) is a Black trans services organization with a grassroots legal department, established in 2016. We are a proud Black trans feminist organization that works in movement building, policy change work, and direct support for all Black and Indigenous people. We recognize people at the intersections of their LGBTQI+ identity who encounter barriers of anti-blackness, xenophobia, racism, ableism, low income, economic, and class status, and experiences with incarceration.

NOTE: Our offices are open on a limited basis, and our staff primarily work remotely (laptop and related accessory equipment provided). This position will require onsite/in-person work at the housing facility and occasional meetings. This position will be based in the Seattle office.

This position is a one-year fellowship reporting to the Director of the Decrim Department. It focuses on movement lawyering and community-led advocacy campaigns to push for decriminalization. LRP's Decrim Department uses a movement lawyering and organizing model that centers the leadership of LRP's community advocacy team as they lead a Decrim campaign and support the advocacy/ community support needs of Black and Indigenous direct rep clients. (If the client wants advocacy/ community support.

**Role and Responsibilities**

- KYR Clinics- support the planning and implementation of Know Your Rights Clinics on decrim and bail reform issues.
- Provide legal advocacy on decrim and bail reform issues.
- Send legal information and referrals to community members who reach out to support (report numbers data to grants.
- Hold intake and consultation meetings with community members who could be potential clients.
- Co-lead advocacy team and provide legal education training and support.



- Help coordinate decrim campaigns with the advocacy team
- Assist with community outreach, engagement and mobilization
- Connect the advocacy team to community engagement opportunities
- Assist decrim director with legal case support as needed.
- Conduct legal research and writing for movement lawyering projects.

### **Required Qualifications**

- JD or equivalent
- Experience working with POC LGBTQ+ populations.
- Ability to become barred in WA within 1 year.
- Experience with community-led campaigns and/or community organizing

### **Desired Qualifications**

- Awareness of current and historical issues and viewpoints central to the needs and concerns of QT2BIPOC folks and disabled individuals.
- Familiarity with leadership development programs
- Demonstrated experience working in a by and for Black trans organizing space.
- Experience with criminal law or justice impacted legal cases

### **Pay Rate & Fringe Benefits**

Annual salary:

The salary range for this position is Grade 29: \$86,555-\$134,161

The hiring range for this position is: \$86,555-\$95,000

We offer generous fringe benefits: Healthcare coverages - medical plans, with employer contributions at about 100% of HMO premium costs and low-cost PPO options; employer-paid dental and vision; flexible spending account; 401(k) retirement; Employee Assistance Program, optional voluntary insurances; self-determined paid time off for vacation or sick; holidays.

This position is full-time (35 hours/week) - Monday-Fridays, with occasional additional/flexible hours or schedule, as may arise for business or client needs. All staff currently are working remotely.

FLSA Status: Non-Exempt

**TO APPLY**



Please include your resume and cover letter, along with contact information of two work references. Send to: [recruiting \(at\) lavenderrightsproject.org](mailto:recruiting@lavenderrightsproject.org), or visit our website listing.

BIPOC, Trans, Nonbinary, TLGBQ2SIA persons are highly encouraged to apply.

*Lavender Rights Project provides equal employment opportunities to all applicants without regard to race; religion; creed; color; national origin, including accents/ESL speakers; sex; marital status; sexual orientation; gender identity or expression; age; tribal affiliation; disability (whether confirmed, perceived, diagnosed or self-diagnosed); use of service animal; blood-borne pathogen status; union membership; military or veteran status; previous gender identities, names, and gender markers; genetic information; pregnancy; chest/breast feeding status; immigration status; political ideology; use of public benefits; hair type as defined by the CROWN Act and RCW 49.60; housing status; criminal background and history; or any such intersections.*