



POSITION DESCRIPTION:

Movement Lawyer

Hybrid (in-person time required)

Location: Seattle, WA

(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.

This position reports to the Director of the Decriminalization Department. It focuses on movement lawyering and community-led advocacy campaigns to push on key decriminalization policy/ legal issues impacting the Black community. LRP's Decriminalization Department uses a movement lawyering and organizing model that centers community leadership, by-and-for advocacy political education.

Role and Responsibilities

- KYR (Know Your Rights) Clinics- Support the planning and implementation of legal political education events on decriminalization efforts
- Champion decriminalization efforts through legal advocacy
- Hold intake and consultation meetings with community members who could be potential clients.
- Support community advocacy work and provide legal education training and support.
- Help support legal aspects of our decriminalization campaigns
- Assist with community outreach, engagement and mobilization
- Conduct legal research and writing for movement lawyering projects



- Support and or lead litigation case work including helping with research, writing, discovery review, court appearances and more. (1-3 cases a year)

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

- Barred and able to practice in WA State or eligible to be barred in WA
- Five years combined experience with movement organizing work and law
- Litigation experience
- 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:

Grade 30: \$95,211-\$147,577

The hiring range for this position is: \$105,000-\$115,000

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, 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.