



POSITION DESCRIPTION:

Attorney

Hybrid, Seattle-based, typically in office 3-5 days per week.

Location: Seattle, WA

(Full-Time: 35 hours)

Lavender Rights Project is a Black trans feminist organization committed to dismantling oppressive systems that disproportionately harm Black communities. We believe that those most impacted by injustice are the architects of liberation, and we ground our work in their lived experiences, resilience, and leadership. Through policy and legal advocacy, movement lawyering, community organizing, and wraparound supportive housing, we build pathways to justice, empowerment, and systemic change.

This position will report directly to the Executive Director. This role focuses on movement lawyering and community-led advocacy campaigns to address key decriminalization policy and 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, and political education. The incumbent will serve as the primary lead, coordinating with a panel of pro bono attorneys to conduct legal clinics and community education. They will also coordinate with a network of cooperating attorneys focused on potential impact litigation, as well as conducting regular legal clinics.

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.
- Build a panel of pro bono attorneys to offer general consultations and legal clinics
- File legal proceedings, briefs, and coordinate with defense and prosecution attorneys
- Highlight specific policies and practices to pursue impact litigation for cases that impact QT2BIPOC folks to reduce harm to the community



- Support community advocacy work and provide legal education, training and support.
- Help support the 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 with internship, fellowship experience and general practice
- Three to Five years combined experience with movement organizing work and law
- Legal strategy experience pertaining to litigation
- 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 32: \$120,947-\$157,232

The hiring range for this position is: 120,948-139,089

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 hybrid and this position will report to the office 3 days per week. During weeks with a high volume of meetings, this position will, on occasion, be required in office 5 days per week.

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.