



# REPRODUCTIVE EQUITY NOW

## Job Description: Policy Counsel

Reproductive Equity Now seeks a full-time (40 hours a week) Policy Counsel who will play a critical role in the development of administrative and legislative strategies to bolster access to reproductive healthcare in Massachusetts and New England. The Policy Counsel will play an integral role in Reproductive Equity Now's advocacy work by conducting legal research and policy analyses, working with coalition partners and members of the Reproductive Equity Now team through all phases of the regulatory and legislative process, and by developing relationships with key stakeholders in the Executive branch and in key coalitions. The Policy Counsel will also be responsible for taking calls from clinicians, patients, and helpers seeking to aid or access abortion care in Massachusetts. The Policy Counsel will report to the Director of Government Affairs.

At Reproductive Equity Now we work to make equitable access to the full spectrum of reproductive health care a reality for all people regardless of their race, ethnicity, income, zip code, gender, age, immigration status, ability, sexual orientation, or religion. Advancing reproductive justice and eliminating barriers to safe, legal abortion care are central to our mission and means using an intersectional lens to fight for access to reproductive health care.

### Job Description

The Policy Counsel will bring expertise in reproductive rights law and policy to Reproductive Equity Now. Ideally, the Policy Counsel will have experience in advocacy organizations or political campaigns. Responsibilities will include, but are not limited to:

### **Legislative and Regulatory Work**

- Support the passage and implementation of new laws to expand reproductive health care access. This includes drafting of legislation, providing legal opinions and research to support Reproductive Equity Now's advocacy work throughout the legislative process, and responding to legislators' questions throughout the legislative process.
- Work with the program team to respond to state and federal anti-choice attacks on reproductive equity that impact Massachusetts and New England and perform legal analysis to determine the constitutionality of existing and proposed laws and policies.
- Monitor implementation of legislation passed to expand reproductive health care. This includes drafting and submitting regulatory comments and proposing solutions to support implementation and regulations related to Reproductive Equity Now's legislative priorities

as well as working on any state-mandated projects appropriate to the counsel's role.

- Develop and maintain deep substantive expertise in reproductive health care and justice issue areas. Stay up to date on developments in relevant areas of the law
- Translate complex policies and practices into accessible communications for diverse audiences. Explain complex legal subjects to legislators and others in the organization.
- Build and maintain relationships with policy staff counterparts at progressive, ally organizations both in the reproductive health, rights, and justice spheres and beyond. Collaborate with Beyond Roe coalition counterparts (ACLUM, PPLM) as needed.

### **Abortion Legal Hotline**

- Support the Reproductive Equity Now Foundation's Abortion Legal Hotline by responding to inquiries and working with the Hotline Partners (the Womens' Bar Foundation and participating law firms) in accordance with the Hotline policies, procedures and workflow. This includes providing support as needed to other legal inquiries received by Reproductive Equity Now.

### **Collaborative Legal Work**

- Represent Reproductive Equity Now at public events, conferences, and coalition meetings and demonstrate excellent oral advocacy skills to deliver speeches and presentations in a variety of public and private forums.
- Undertake other responsibilities consistent with this position and in line with Reproductive Equity Now's evolving goals and priorities.
- Serve as liaison with local law schools to cultivate relationships with the schools and represent Reproductive Equity Now at events. Mentor and work with law students and interns.

### **Qualifications**

- A J.D. or equivalent degree;
- An active license to practice law in Massachusetts;
- 1-2 years of relevant legal experience; and
- A commitment to advancing reproductive rights and justice
- Knowledge of laws affecting access to health care; reproductive rights jurisprudence; and the reproductive health, rights, and justice movement;

- Preferred (but not required) familiarity with and knowledge of Massachusetts State House, state legislative process, and key stakeholders;
- Skill in legal cite-checking; legal research, analysis, and writing;
- Ability to take initiative; manage a variety of tasks; meet deadlines; work well under pressure; and demonstrate attention to detail.

#### Salary and Benefits

The Policy Council position is a full-time, 40-hour per week, exempt position. The salary range is \$70,000 - \$75,000, in addition to a generous benefit package including health and dental insurance and a retirement account with employer match.