

IDAHO STAFF ATTORNEY – LITIGATION

Position Overview



Legal Voice fights for gender liberation across the Northwest. From courtrooms to the court of public opinion, we challenge patriarchal and racist power structures to widen pathways to justice.

Legal Voice works in the state and federal courts in the Pacific Northwest, and advocates for legislative change at the local and state level in Idaho and Washington State.

REPORTS TO: Legal Director

POSITION STATUS: Exempt; Full time

POSITION SUMMARY: The Staff Attorney will work to advance gender equity in Idaho through impact litigation that is informed by the community. The Staff Attorney also will support legislative advocacy and public education.

The Staff Attorney must have experience in one or more of the following substantive areas: civil rights, reproductive rights/justice, LGBTQ+ rights, economic justice (labor and employment, housing, etc), gender-based violence, criminal law, and/or environmental justice.

As a progressive feminist organization with an intersectional approach to gender justice, we strive to center marginalized community voices and racial equity in our litigation and legislative strategies. We are committed to prioritizing racial justice in our advocacy and among our staff, board, and volunteers.

Focus on Race Equity: Legal Voice is in the process of developing internal and external structures that support our efforts to responsibly and meaningfully center race equity in our work. The ideal candidate for this position will have a well-developed equity framework that includes an understanding of systemic racism and oppression, and will be self-reflective and willing to grow and learn around these topics.

KEY RESPONSIBILITIES

LITIGATION

Reporting to the Legal Director, the Staff Attorney will work collaboratively with other staff attorneys, coalition stakeholders, and community partners to develop and maintain Legal Voice's litigation docket; and coordinate the development of cases in identified substantive areas:

- Identify, seek out, and initiate impact litigation and amicus brief opportunities in partnership with communities that will advance gender equity.
- Secure cooperating attorneys to handle cases and amicus briefs, including preparing and monitoring retainer and cooperating attorney agreements, communicating with volunteer attorneys, and ensuring shared understanding of roles and responsibilities.
- Manage and support litigation handled by cooperating attorneys, including research, case strategy development, and writing and editing briefs, memoranda, etc.; ensure that all litigation

is approached through an intersectional feminist lens and that the goals and interests of the impacted community are addressed and advanced; ensure that Legal Voice's quality standards are met; and provide additional assistance as needed.

- Maintain expertise in specified subject areas, with particular attention to emerging legal issues and to the intersection of feminist, racial, and social justice jurisprudence.
- Screen external requests for assistance.
- Establish and maintain relationships with national, local, and regional gender justice/equity and civil rights organizations; assess requests for Legal Voice to join amicus briefs prepared by other organizations; and review and edit briefs to ensure accurate and persuasive representation of Legal Voice's position.
- Work collaboratively with community groups and individuals who are most impacted by the legal issue or are more closely connected to the individuals and groups impacted. Attend community group meetings. Engage in active listening to better understand perspectives and visions of success.

LEGISLATION

- Provide support as needed to policy counsel and other staff attorneys, lobbyists, community partners, coalition stakeholders, and volunteers to advance legislation that supports Legal Voice's mission and is aligned with Legal Voice's race equity commitment.
- Analyze bills and review Legal Voice comments/testimony as needed.
- Work with policy counsel and other staff attorneys to ensure that Legal Voice's litigation and legislative advocacy strategies are aligned.

COMMUNITY ENGAGEMENT & RACE EQUITY

- Develop and maintain meaningful relationships with community organizations, particularly in communities we have not historically engaged with, especially communities of color; represent Legal Voice on various coalitions; and center community voices in Legal Voice's programs and strategies.
- Act as a legal resource to community organizations, attorneys, advocates, and stakeholders.
- Work closely with Legal Voice's race equity consultant and the internal race equity team as the organization develops a broader roadmap to ensure that our policies, practices, and culture promote principles of racial equity.

PUBLIC EDUCATION & MEDIA

- In collaboration with Program Staff and the Marketing and Communications Manager, engage in outreach and public education by:
 - Providing public presentations on legal issues to community groups, lawyers, law students, etc.;
 - Responding to media requests and inquiries;
 - Writing or reviewing newsletter articles, emails to supporters, press releases, public statements, etc.;

- Prioritize public education/media pieces that are specifically targeted to communities of color and publications that are widely read by communities of color (i.e., “ethnic media”).

OTHER

- As appropriate, engage in scholarship to further intersectional feminist legal jurisprudence.
- In collaboration with other attorneys, support law student intern recruiting, mentoring and evaluation.
- Provide technical support on litigation and legislation to attorneys, advocates, and other community partners throughout the region within areas of expertise.
- At the request of the Legal Director and/or Senior Director of Advocacy, and in collaboration with other program staff, assist with the drafting and editing of grant proposals and reports;
- Provide written monthly reports to the staff;
- Other duties as assigned.

REQUIRED QUALIFICATIONS

- Four or more years of litigation experience, ideally in a substantive area of Legal Voice’s work (listed at the top of this job description).
- Excellent writing and communication skills.
- Bar membership in Idaho or willingness to obtain bar membership within one year.
- A commitment to Legal Voice’s mission and vision of intersectional gender justice.
- A demonstrated commitment to social justice, racial equity and gender justice.
- A demonstrated desire and ability to build and maintain relationships and foster engagement and collaboration with marginalized communities, particularly communities of color.
- A desire and commitment to engage in transitional race equity work, participate in race equity training and recognize personal biases and improve performance through a racial equity framework.
- Strong time management and planning skills.

DESIRED QUALIFICATIONS

- Experience with legal issues affecting communities of color, immigrant or non-English speaking communities, and/or transgender, intersex and non-binary people.
- Flexibility, motivation, and openness to learning
- Ability to work generativity through conflict
- A relationship builder who fosters engagement and collaboration
- Excellent problem-solving skills
- Fluency in a language other than English
- Prior experience working in a non-profit setting and/or with community-based organizations

Salary & Benefits: This full-time position has a salary range of \$80,000-100,000; depending on experience. Benefits include medical, mental health, dental and vision coverage; annual leave is PTO 45 days per year; 401K eligibility after six months of employment with a possible employer contribution; flexible and generous family leave; and professional development opportunities.

Interested applicants should submit a cover letter and resume to info@legalvoice.org by August 31, 2022. In your cover letter, please share why you are interested in the staff attorney position, how your lived or professional experience would contribute to our advocacy, and if you prefer Legal Voice retain your application for future consideration. Writing samples and references will be requested upon offer of an interview.

Non-discrimination: *As an organization committed to prioritizing reproductive justice, economic justice, and racial justice, Legal Voice believes in fostering the leadership of all women, particularly those from underrepresented and marginalized communities. Legal Voice follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, physical or mental ability, veteran status, and marital status.*
