



**STAFF ATTORNEY AND FELLOW
CIVIL RIGHTS TEAM
EQUIP FOR EQUALITY**

ORGANIZATIONAL BACKGROUND

For nearly 35 years, Equip for Equality has been advancing the human and civil rights of people with disabilities across Illinois. Among our many accomplishments, Equip for Equality has made Chicago public transportation more accessible, helped tens of thousands of people with disabilities move from institutions into the community, increased inclusive education and educational outcomes for students with disabilities, and enhanced safety and quality of care in a variety of settings. We have offices throughout Illinois.

Equip for Equality has three Programs: the Civil Rights Team, the Special Education Clinic, and the Abuse Investigation Unit. Equip for Equality has a dedicated staff of 59 attorneys, social workers, and administrative staff working every day to advance our mission. As we work to improve society's inclusion of individuals with disabilities, we also strive to be an inclusive, diverse, and welcoming workplace.

The Staff Attorney and Fellow position is within the Civil Rights Team. The Civil Rights Team provides legal services to fight discrimination and remove barriers that prevent people with disabilities from fully participating in community life and pursuing their goals. The attorney will focus on advancing the civil rights of Deaf and Hard of Hearing people in the criminal justice system.

JOB SUMMARY

The position of Staff Attorney and Fellow will focus on monitoring and ensuring the effective implementation of the class settlement agreement reached in *Holmes v. Jeffries*, which requires the Illinois Department of Corrections (IDOC) to make substantial changes to its treatment of Deaf and Hard of Hearing individuals. Among other responsibilities, the attorney will:

- Communicate regularly with Class Members via telephone and written mail to evaluate the Settlement's implementation and provide legal advice to Class Members
- Manage and analyze a high volume of information related to IDOC's implementation of the settlement agreement, including data and records
- Communicate regularly on case strategy with co-counsel Winston & Strawn, Uptown People's Law Center, and the National Association of the Deaf

- Draft court filings, including quarterly responses to IDOC's reports and, if necessary, motions to enforce the settlement agreement
- Participate in regularly scheduled court hearings
- Travel to facilities to monitor compliance and interview Class Members (approximately 1-2 prison visits per month)

This fellowship is funded by Winston & Strawn, our pro bono partner on the *Holmes* settlement agreement. This fellowship is expected to last until July 2022, with the possibility of being extended. This position reports jointly to two attorneys responsible for the Holmes v. Jeffries settlement agreement. Training will be provided on disability rights law, the settlement agreement, and our internal case management system. Opportunities will be provided to work with pro bono attorneys and law student interns as well as other professional development opportunities.

REQUIREMENTS AND PREFERRED EXPERIENCE

- A law degree and license
- Strong written and oral communication skills
- 2-4 years of relevant experience
- Excellent organizational skills
- Experience with and/or commitment to the civil rights of people with disabilities in the prison systems
- Experience with and/or commitment to working with diverse client populations and incarcerated people
- Travel required within Illinois (approximately 1-2 prison visits per month)
- Personal or professional experience with people with disabilities
- Spanish language and/or American Sign Language fluency is a plus
- This position can be located in any of Equip for Equality's offices

Equip for Equality encourages qualified candidates of all backgrounds and identities to apply for this position.

APPLICATION DEADLINE, HOW TO APPLY, COMPENSATION AND BENEFITS

Applications will be accepted until March 13, 2020. Please include salary expectations in cover letter. Salary is commensurate with experience and EFE offers excellent benefits.

Send resume and cover letter to:

Myra Dunbar Braggs
 Human Resources Manager
 Equip for Equality
 20 N. Michigan Ave., Ste. 300
 Chicago, IL 60602
hire@equipforequality.org
 Fax: 312-541-7544

Or apply online: <https://recruiting.paylocity.com/recruiting/jobs/List/2193/Equip-for-Equality>

Resumes without cover letters will not be considered.

Because Equip for Equality is a community-serving organization and safety is of the utmost importance, Equip for Equality requires a background check for employees and others who volunteer or perform services for us depending on the role. The background check is run for employees once a conditional offer of employment has

been extended. Background checks are conducted in accordance with all applicable laws, EFE's policy, and paid for by EFE. A disclosed record may not automatically disqualify a candidate from employment.

Do you need a reasonable accommodation for our application process?

Equip for Equality is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the application process, please contact Myra Dunbar Braggs at Myra@equipforequality.org or (312) 895-7333 and let her know the nature of your request and your contact information. Disability related information that is disclosed via the application process will be kept confidential.

Learn more about EFE at <https://www.equipforequality.org/>

Equip for Equality is An Equal Opportunity Employer