

California Rural Legal Assistance, Inc. – LGBTQ+ Program Staff Attorney

WHO WE ARE: Founded in 1966, CRLA’s mission is to fight for justice and individual rights alongside the most exploited communities of our society. Through a network of regional offices and cross-cutting programs, CRLA provides legal services to tens of thousands of low-income people annually. Our work impacts farmworkers, indigenous populations, individuals with disabilities, immigrant populations, LGBTQ+ communities, women, children, and low-income families in rural areas.

- Position: LGBTQ+ Program Staff Attorney
- Experience: 1+ plus years of experience
- Application Deadline: Open until filled
- Location: Stockton, Modesto, Fresno, Delano, Watsonville or Salinas Field Office
- Term of Employment: Regular, Full-Time
- Level: Experienced
- Education Level: Graduate Degree
- Salary Range: \$62,400.00 - \$80,600.00 Salary/year
- Travel Percentage: Up to 25%
- Job Shift: Day
- Job Category: Legal
- Other: FLSA Exempt, Union Position

THE LGBTQ+ PROGRAM

In 2007 CRLA launched its LGBTQ+ Program, which has been nationally recognized for its innovative approaches and positive impact. The LGBTQ+ Program also engages in sustained partnerships with rural community leaders, LGBTQ+ community centers, and other supportive organizations and agencies committed to breaking down barriers that cause entrenched poverty. The LGBTQ+ Staff Attorney is a primary client advocate in CRLA’s statewide advocacy for LGBTQ+ people and is essential in the implementation of its goal to increase access to justice for low-income LGBTQ+ people in rural California.

The LGBTQ+ Program Staff Attorney will help increase access to justice for low-income lesbian, gay, bisexual and transgender, and queer (LGBTQ+) people in rural California, including LGBTQ+ farmworkers and immigrants. CRLA regularly represents LGBTQ+ clients in a variety of types of legal cases, including education, immigration, employment discrimination, as well as name and gender marker correction petitions. CRLA provides legal services, community legal education and leadership development opportunities, builds active, sustained partnerships with rural LGBTQ+ community centers, supportive organizations and public agencies; and monitors and engages local public entities that directly impact LGBTQ+ communities. The attorney will handle LGBTQ+-related cases and non-legal advocacy projects. This position reports directly to the LGBTQ+ Legal Director. The LGBTQ+ Staff Attorney will be based in one of CRLA’s Central Valley or Central Coast field offices (office locations available at www.crla.org).

RESPONSIBILITIES:

Direct Legal Services:

- Conduct legal intakes for LGBTQ+ clients. Provide brief counsel and advice and full extended services representation for LGBTQ+ clients. The Staff Attorney will assist other CRLA attorneys and community workers on LGBTQ+ related cases.

Impact Advocacy:

- The Staff Attorney will assist in systemic advocacy that may include but is not limited to pre-litigation investigations, litigation, regulatory advocacy and amicus briefing, and community partnerships and collaborations.

Community Education/Outreach:

- Work with the LGBTQ+ Legal Director to inform rural LGBTQ+ communities about their civil rights. This work includes developing and revising outreach and community education materials and training curriculums and conducting the outreach and training, including making community presentations and media appearances as required.

Organizational Capacity Building

- Conduct workshops and write articles regarding the provision of legal services to low-income LGBTQ+ communities to enhance access to quality LGBTQ+ related legal assistance nationally.
- Support efforts to increase and improve LGBTQ+ related services and training opportunities in the larger legal aid community. Cultivate key relationships through outreach and collaboration, and work to increase awareness of the organization.

Leadership Building and Community Support:

- Support local groups engaged in advocacy on behalf of low-income LGBTQ+ communities. The Staff Attorney will foster leadership that is able to effectively engage in intersectional advocacy.

Other duties as assigned by the LGBTQ+ Legal Director.

REQUIREMENTS:

- Admission to and currently in good standing with the California State Bar.
- Familiarity with LGBTQ+-related law, education, employment, housing, healthcare, and/or immigration law.
- Oral and written fluency in Spanish and English.
- Excellent legal research and writing skills, with at least 1-3 years of litigation experience preferred.
- Knowledge of and experience serving LGBTQ+, rural, immigrant, and low-income clients.
- Good interpersonal skills and ability to interact constructively with diverse populations and survivors of trauma.
- Ability to engage in intersectional advocacy and to bring the lens of intersectionality to CRLA's work with clients and community partners.
- Community education experience (developing and delivering workshops and presentations).
- Willingness to travel is required. Travel will be 25-50% on average. Travel costs, including mileage, are reimbursed.
- Willingness to work some evenings and weekend days.
- Data analysis and investigation skills or experience.

APPLY ONLINE: <https://crla.org/careers/employment/lgbtq-program-staff-attorney>