

# EQUAL JUSTICE SOCIETY

## Board of Directors

Charles Ogletree  
*Founding Chair*

Michael Harris  
*Chair*

John Bonifaz

Kelly Dermody

Alfred Fraijo Jr.

Ray Marshall

Kelly McCreary

Eva Paterson  
*President*

Sheila Warren

## Staff

Eva Paterson  
*President*

Mona Tawatao  
*Legal Director*

Lisa Holder  
*Of Counsel*

Keith Kamisugi  
*Director of Communications*

Anna Basallaje  
*Chief Operating Officer*

Christopher Bridges  
*Legal Team*

Meher Dhaliwal  
*Civil Rights Program Manager*

Yoana Tchoukleva  
*Judge Motley Civil Rights Fellow*

Ginger Johnson  
*Administrative Assistant*

## RACIAL JUSTICE AND CIVIL RIGHTS STAFF ATTORNEY POSITION

Location: Oakland, California or remotely

Equal Justice Society seeks a dynamic attorney with five or more years of experience with a strong commitment to racial justice and to dismantling structural racism in education, the justice system, and in all institutions.

### Equal Justice Society's Mission and Work

Equal Justice Society ("EJS") is transforming the nation's consciousness on race through law, social science, and the arts. A national legal organization focused on restoring constitutional safeguards against discrimination, EJS's goal is to help achieve a society where race is no longer a barrier to opportunity. As heirs of the innovative legal and political strategists of *Brown v. Board of Education*, EJS broadly models its work after the *Brown* litigation team. Following in their footsteps, EJS fights race discrimination by collaborating with social scientists and legal scholars to broaden conceptions of present-day discrimination by showing judges and other decision-makers how implicit bias and structural racism harm school children, college applicants of color, and people who are incarcerated, among other groups.

EJS's goal is to fully restore the rights guaranteed under the Equal Protection Clause of the Fourteenth Amendment and under other fundamental federal and state civil rights laws. EJS pursues these goals using a three-pronged approach of litigation, legislative and policy advocacy and grassroots organizing that leverages outreach, coalition building, messaging, and communication strategies. EJS's current advocacy focuses on school discipline, special education, the school-to-prison pipeline, college admissions, and inequities in the criminal justice system.

### Qualifications

Applicants must demonstrate experience in and a deep commitment to social justice and racial justice advocacy. This should include relevant legal and policy work; ideally with experience in project management and/or coalition-building experience. Applicants must be licensed to practice law in California and have five or more years of experience as a lawyer. EJS also highly values the following for this position: Strong interpersonal skills; strong oral, and written communications skills; lived experience with advancing racial equity and with communities of color; excellent organizational skills and ability to prioritize, lead and balance multiple projects, short and long-term; and the ability to think and act strategically and to work collaboratively and productively with others.

## **Duties**

Under the supervision of the Legal Director and as a member of EJS's legal team, the staff attorney will play both a leadership and collaborative role in EJS's litigation, legislative, and policy advocacy cases and projects. The attorney will also support the organization's implicit bias and related training projects; coalition building projects, programs and events, and, as with all legal team members, work with the development team on funding proposals and reports and meetings with funders. Duties will include pleading and brief writing, legal research, conducting discovery and case/project strategy and management; engaging with clients, community members, co-counsel, opposing counsel, public officials and the media; policy and legislative research and writing, including drafting bill language; training and public speaking on race equity; and assisting the Legal Director in the hiring of clerks and interns.

## **Compensation**

The annual salary range is \$70,000 to 76,000 DOE; EJS's benefits package includes medical, vision, dental insurance coverage and other ancillary benefits, and loan repayment assistance.

## **Application Instructions**

Please email a (1) cover letter, (2) resume, (3) writing sample, and (4) a list of three references that includes past supervisors of your work to [jobs@equaljusticesociety.org](mailto:jobs@equaljusticesociety.org) with "Racial Justice Staff Attorney" in the subject line. **EJS will review applications on a rolling basis beginning on December 14, 2020.**

*EJS is an equal opportunity employer and encourages applications from all qualified individuals including women, people of color, people with disabilities, religious minorities, and lesbian, gay, bisexual, and transgender people.*