



Disability Rights Louisiana (DRLA) is the designated non-profit Protection and Advocacy agency providing free legal and advocacy services to people with disabilities throughout the state. DRLA protects, empowers, and advocates for the human and legal rights of people with disabilities living in Louisiana, in order that they may live an integrated life in the community, free from abuse, neglect and exploitation.

DRLA has been selected by Equal Justice Works as an implementing partner of Equal Justice Works' Disaster Resilience Program. Equal Justice Works is the nation's largest facilitator of opportunities in public interest law. The Disaster Resilience Program is a national, professional Fellowship program for attorneys designed to mobilize legal aid in disaster prone areas to ensure vital legal services are accessible, comprehensive, and responsive to the unique needs of individuals, families, and communities to stabilize lives and rebuild more resilient communities. The program is funded by private and foundation donors and supplemented by Equal Justice Works.

An [Equal Justice Works Fellowship](#) is an opportunity to transform your passion for equal justice into a career. As a Disaster Resilience Fellow, you will be part of a prestigious cohort of 14 attorneys hosted by legal services organizations across the United States. All Fellows will provide direct legal services and assistance to underserved communities who are most in need or facing special barriers to accessing services before, during and after a disaster. In addition to providing direct legal services, Fellows will conduct outreach and education presentations to communities and community organizations to increase disaster preparedness and resilience.

As a Fellow, you will develop experience and skills to be a leader in social justice while contributing to a broader community of practice serving disaster survivors and individuals living in disaster prone areas. As a cohort, Fellows are expected to actively participate in peer-to-peer learning and required trainings delivered by Equal Justice Works and training partners throughout the year. In addition, Fellows will attend Equal Justice Works' Leadership Development Training in October 2023.

The selected Fellow will be employed by DRLA to fulfill all fellowship duties. The Fellow will report to one of DRLA's managing attorneys for day-to-day supervision, mentoring and performance evaluation.

Fellowship responsibilities include

Equal Justice Works Disaster Resilience Fellows will provide direct legal services to individuals with disabilities who are residents of Louisiana, who have been subjected to Covid-19 or the hurricanes in 2020, 2021, or that may occur in 2022 and 2023, and who, as a consequence thereof, are being threatened with losing their home, have been or are being denied appropriate services or accommodations, or who have been or are being discriminated based on their disabilities. For purposes of this program, direct legal services may include legal screening, advice, brief service, full-scope individual or class representation, and pro bono assistance through legal clinics and referrals. More specifically, the Fellows' job responsibilities will include the following:

- Providing direct legal services addressing civil legal issues that arise from COVID-19 and natural disasters to communities affected by disasters.
- Maintaining an active caseload of representation on behalf of people with disabilities on disability-related civil rights issues in state and federal courts and before state administrative agencies, as appropriate.
- Developing and maintaining expertise in legal areas related to disaster relief.
- Providing input in the planning, evaluation, and implementation of the disaster related legal work of the agency.
- Providing outreach and community education activities, as needed, to meet DRLA disaster relief related goals and priorities.
- Building key stakeholder relationships in furtherance of the Fellowship objectives; creating, fostering, and cultivating partnerships among the disaster legal community, disaster legal services providers and community social services providers.
- Strategizing, planning and conducting training and outreach to communities and community organizations, including contributing to Equal Justice Works Disaster Resilience Awareness Month (March 2022 and 2023); sharing information and resources for disaster survivors and attorneys supporting communities affected by disasters; engaging in peer-to-peer learning with Equal Justice Works Disaster Resilience Fellows across the country.
- Actively contributing to and participating in Disaster Resilience Program cohort activities (resource exchanges; mandatory webinars and conference calls; and training events, including Equal Justice Works Leadership Development Training in fall 2022 and 2023).
- Exercising leadership competencies as an Equal Justice Works Fellow.
- Contributing to required programmatic reporting and overall program evaluation.

Qualifications

Candidates will possess the following qualifications:

- Commitment to enforcing and expanding the rights of people with disabilities across Louisiana through individual and systemic litigation.
- Juris Doctor from an accredited law school; licensed to practice law in Louisiana (at the time of hire or as soon as possible after hiring by taking the bar exam).
- Previous legal services experience, including civil legal aid, law school clinics, and/or internships. Disaster related legal experience a plus.
- Proven leadership skills with a strong work ethic.
- Demonstrate commitment to social justice, with a desire to increase access to justice for disaster survivors and achieve results.
- Outstanding verbal and written communication. Experience with delivering training and presentations a plus.
- Alignment with Equal Justice Works and Disability Rights Louisiana's mission and vision.
- Exceptional interpersonal, and organizational skills.
- An ability to work collaboratively in a multidisciplinary setting to facilitate a coordinated community response and provide holistic services to clients.

Please note all Fellows are expected to fulfill the complete duration of the Fellowship and will be required to sign a Fellowship Agreement with Equal Justice Works.

Benefits and Compensation

DRLA offers a competitive benefits package including:

- Health insurance (with agency contribution)
- Dental insurance
- Vision insurance
- Long-term disability insurance
- Basic life insurance (fully paid by the agency)
- Voluntary life insurance
- Accident insurance
- Hospital indemnity insurance
- 401(k) retirement plan (with agency match and profit sharing plan)

- Flexible Spending Account (with agency contribution)
- Paid Time Off (vacation, sick, holidays)

To apply:

Please submit cover letter and resume to hr@disabilityrightsla.org.

Equal Opportunity

DRLA values diversity among our employees and is an equal opportunity employer. The DRLA hires without regard to race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental and physical), sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status, or any other protected characteristic.

We strongly encourage individuals from underrepresented groups to apply.

DRLA endorses and supports the intent of the Americans with Disabilities Act of 1990 (ADA) and is committed to providing reasonable accommodations to qualified individuals with disabilities who are applicants or employees needing accommodations.