



Staff Attorney, Indigenous Justice, Racial Justice Program

The ACLU seeks applicants for the full-time position of Indigenous Justice **Staff Attorney** in the **Racial Justice Program** of the ACLU's National office in **New York, NY or Remote***.

The Racial Justice Program (RJP) is part of the ACLU's Trone Center for Justice and Equality, and works on a broad range of racial justice issues.

Our Indigenous Justice practice emphasizes principles of tribal sovereignty through both litigation and advocacy. Our current Indigenous Justice priorities include increasing educational opportunities for Indigenous students; combatting the disproportionate use of school discipline against Indigenous children; addressing law enforcement failure to address sexual violence committed against Indigenous women; vindicating rights afforded by the Indian Child Welfare Act; and protecting the land and water rights of Tribes. In recent years, our Indigenous justice work has also focused on protecting Native sacred places, and defending Indigenous voices against illegitimate attempts to suppress free speech. The ideal candidate will help carry forward our existing work, while shaping the direction and strategy of our Indigenous Justice work going forward.

The Racial Justice Program (RJP) more broadly litigates in federal and state courts, utilizes advocacy, grassroots collaboration, and public education to fight for people of color to have full access to the rights of American society and to live with dignity, opportunity, and freedom from discrimination. RJP seeks to dismantle barriers to equality for people of color in education, housing, the economy, and the criminal legal system. We seek to prevent algorithmic bias and other forms of tech-driven discrimination by both public and private actors. RJP also challenges the school-to-prison pipeline, attacks on inclusive educational programs, discrimination in housing, employment and lending, racial profiling, and practices that criminalize poor and low-income people of color. In all these areas, RJP strives to ensure its work is inclusive of and impactful for Indigenous communities.

Reporting to the **Deputy Director**, and collaborating with other RJP staff, ACLU state affiliates, the ACLU's Indigenous Justice Working Group among others, the **Staff Attorney** will be responsible for advancing multi-pronged strategies using litigation, legislative and policy advocacy, and public education to further RJP's Indigenous Justice work, as well as the other programmatic priority areas described above. We welcome applications from both seasoned lawyers and junior attorneys who are seeking to develop and establish an expertise and leadership role in the field of Indigenous Justice.

**Note: this position may be approved for remote work from a different U.S. location*

RESPONSIBILITIES

- Litigation in federal and state courts, including writing pleadings and briefs, conducting discovery and motion practice, handling hearings and trials, and arguing appeals

- Working with ACLU political advocacy and affiliate staff on bills in state legislatures and in Congress
- Policy advocacy to effect change in state and federal administrative agencies
- Engaging in community outreach and public speaking, including representing ACLU positions to the media and the public generally
- Working closely with legal and non-legal program staff, particularly legislative, communications, advocacy, and fundraising professionals
- Working with ACLU National and affiliate staff across the organization on Indigenous Justice issues
- Developing strong relationships with tribes, tribal groups, and tribal advocacy organizations
- Developing strong relationships with other public interest lawyers and ACLU volunteer lawyers
- Traveling as required for litigation, legislative and policy advocacy, conferences, and public speaking
- Engage in special projects and other duties as assigned

In addition to:

- Center principles of equity, inclusion, and belonging in all work, embedding the values in program development, policy application, and organizational practices and processes
- Commitment to the mission of the ACLU
- Demonstrate a commitment to diversity within the office using a personal approach that values all individuals and respects differences in regards to race, ethnicity, age, gender identity and expression, sexual orientation, religion, disability and socio-economic circumstance
- Commitment to work collaboratively and respectfully toward resolving obstacles and/or conflicts

EXPERIENCE & QUALIFICATIONS

- J.D. degree and admission to practice in one state is required within six months of hire
- Demonstrated commitment to public interest law, civil liberties, and racial justice
- Demonstrated knowledge and familiarity with Indigenous communities and/or Tribes
- Excellent research, writing and verbal communication skills
- Demonstrated ability to conduct complex legal analysis and fact-finding
- Excellent interpersonal skills and a proven ability to work independently as well as within a team
- Self-motivated with the ability to take initiative, manage a variety of tasks and see projects through to completion
- Excellent computer skills including knowledge of Microsoft Office Suite
- Commitment to the mission of the ACLU

PREFERRED QUALIFICATIONS

- A minimum of two years of litigation and/or policy experience is preferred
- Some knowledge of federal Indian law is preferred
- For junior candidates, an interest in developing an expertise and a leadership role in the field of Indigenous Justice.

COMPENSATION

The ACLU has a litigator scale that determines pay for attorneys in our Legal Department. The range of salaries are the following, based on year of law school graduation (please consult the hiring manager for specific salary details, based on individual circumstances):

- 0-2 years since law school graduation: \$76,320- \$87,787
- 3-5 years since law school graduation: \$93,493-\$104,553
- 6-10 years since law school graduation: \$107,690- \$121,206

- 11-15 years since law school graduation: \$124,843-\$140,511
- 16-20 years since law school graduation: \$144,726-\$162,891
- 21-25 years since law school graduation: \$167,778-\$188,835
- 26-30+ years since law school graduation: \$194,500- \$218,912

These salaries are reflective of positions based in New York, NY. The salary will be subject to a locality adjustment (according to a specific city and state), if an authorization is granted to work outside of the location listed in this posting. Note that most of the salaries listed on our job postings reflect New York, NY salaries, where our National offices are headquartered.

ABOUT THE ACLU

The ACLU dares to create a more perfect union – beyond one person, party, or side. Our mission is to realize this promise of the United States Constitution for all and expand the reach of its guarantees. For over 100 years, the ACLU has worked to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the United States. Whether it's ending mass incarceration, achieving full equality for the LGBTQ+ community, establishing new privacy protections for our digital age, or preserving the right to vote or the right to have an abortion, the ACLU takes up the toughest civil liberties cases and issues to defend all people from government abuse and overreach.

Equity, diversity, and inclusion are core values of the ACLU and central to our work to advance liberty, equality, and justice for all. We are a community committed to learning and growth, humility and grace, transparency and accountability. We believe in a collective responsibility to create a culture of belonging for all people within our organization – one that respects and embraces difference; treats everyone equitably; and empowers our colleagues to do the best work possible. We are as committed to anti-oppression and anti-racism internally as we are externally. Because whether we're in the courts or in the office, we believe 'We the People' means all of us.

The ACLU is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status and record of arrest or conviction, or any other characteristic protected by applicable law. Black people, Indigenous people, people of color; lesbian, gay, bisexual, transgender, queer, and intersex people; women; people with disabilities, protected veterans, and formerly incarcerated individuals are all strongly encouraged to apply.

The ACLU makes every effort to assure that its recruitment and employment provide all qualified persons, including persons with disabilities, with full opportunities for employment in all positions.

The ACLU is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please email benefits.hrdept@aclu.org. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.