**Advocate for Justice and Equity in Behavioral Health Announcement**

DRM seeks a passionate, civil rights-oriented advocate to support DRM’s advocacy to Decriminalize Disability by working for justice and equity in behavioral health services in Baltimore City. This is a one-year part-time position funded by Foundation for Open Society – Baltimore. The advocate will perform outreach to community members to educate about the need for community-based services for persons with behavioral health disabilities as an alternative to law enforcement responses, and engage consumers and persons with lived experience in advocacy to promote human and civil rights in crisis services in the greater Baltimore region.

Disability Rights Maryland (DRM), a private, non-profit law firm, is a recognized leader in disability rights and the Congressionally-mandated Protection and Advocacy organization for individuals with disabilities in Maryland. We provide free legal services and advocacy to persons with disabilities in Maryland. DRM envisions a world where people with disabilities are fully included in the workplace, neighborhoods and all aspects of community life.  We help people with disabilities pursue opportunities to participate fully in all aspects of community life, and champion their rights to self-determination, dignity, equality, opportunity, and freedom from discrimination and harm.

**Reports to:** Managing Attorney

**Responsibilities Include:**

* Under supervision of DRM’s Managing Attorney, develop and execute an engagement and outreach plan to educate consumers of behavioral health services and persons with lived experience about alternatives to police based crisis response models, and engage consumers and persons with lived experience in advocacy to promote human and civil rights in crisis services in the Greater Baltimore region;
* Assist in the creation and development of educational material on alternatives to police-led crisis response, and human and civil rights in behavioral health services;
* Assist in convening and facilitating meetings of Justice & Equity in Behavioral Health Coalition;
* Participate in various coalitions and task forces to advocate for inclusion of civil and human rights principles in crisis response services for persons with disabilities and represent the civil rights of persons with disabilities;
* Engage in advocacy to increase the role of consumers and persons with lived experience in the development and programming of crisis services in the Baltimore region.

**Minimum Qualifications:**

* Associate’s Degree from accredited institution of higher education, however experience in peer-led programs and services may be substituted for formal education requirement;
* Strong commitment to DRM’s core mission of ensuring the civil rights of people with disabilities to self-determination, freedom from harm, due process protections, to develop physically, emotionally and intellectually, and to participate in community life, with meaningful choices and opportunities;
* Excellent organizational and project management skills;
* Excellent interpersonal and cross cultural communication skills, ability to communicate ideas with enthusiasm to diverse audiences;
* Ability to work independently and to establish and maintain effective working relationships and collaborate with colleagues in a team environment;
* Ability to successfully manage multiple work priorities and work under deadlines.

**Preferred Qualifications:**

* Outreach experience to diverse communities that have traditionally be left out public policy decision processes;
* Experience in peer or consumer led programs and services for persons with behavioral health disabilities;
* Experience working directly with persons with disabilities;
* A demonstrated interest or background in public interest work, particularly related to disability rights issues;
* Life experience with a disability or with behavioral health services in Baltimore; and
* Fluency in American Sign Language or Spanish.

**Salary and Benefits:**

This is a part-time 20 hour a week maximum non-exempt position with no benefits. The hourly rate is $23.90. DRM offers a flexible schedule and the specific work hours for this position may be outside typical work hours as needed.

Detailed description of position can be found at <https://disabilityrightsmd.org/careers/>

**To Apply:**

E-MAIL resume and cover letter to [jobs@DisabilityRightsMD.org](mailto:jobs@DisabilityRightsMD.org) with “Advocate for Justice & Equity in Behavioral Health,” in the subject line. This position remains open until filled. Priority will be given to applications received prior to **January 31, 2021.** We are looking for thoughtful, personalized cover letters that demonstrate the applicant’s qualifications, work style and interest in being part of a team working to advance the civil rights of persons with disabilities in Maryland.

DRM is an equal opportunity employer. DRM values diversity. People of color, individuals with disabilities, LGBTQIA+ individuals are especially encouraged to apply.