



Disability Rights Advocate Position

Disability Rights Maryland (DRM) seeks a passionate, civil rights-oriented individual to support DRM's goals to advance the civil and human rights of people with disabilities in Maryland. The Advocate will be a member of DRM's Developmental Disabilities/Health Care team and assist in advocating to increase access to integrated community services for people with disabilities and to be free from discrimination, and for other civil rights protections. This is a full-time position to work as part of the team to investigate barriers to people with disabilities living in community settings including conducting interviews in facilities and the community, performing outreach, as well as collaborating with partner organizations. The Advocate will focus on serving people with Traumatic Brain Injury (TBI) and the provision of assistive technology to Marylanders with disabilities.

DRM, a private, non-profit law firm, is a 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. Our mission is to work with people with disabilities 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.

Responsibilities Include:

- Assist DRM's Developmental Disabilities/ Health Care team in developing a plan to investigate the needs, living conditions, community living options of people with disabilities and their goals for the future;
- Conduct interviews of people with disabilities, as well as other stakeholders;
- Engage in outreach to people with disabilities and community partners;
- Develop education and advocacy materials;
- Identify local and national experts and monitoring emerging trends and issues in the disability rights field and integrated community services for disabled people; and
- Advocate for changes to policies and practices.

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www.disabilityrightsmd.org

Minimum Qualifications:

- Associate's degree or Bachelor's degree from an accredited institution in a related field such as Social Work. Additional experience may be substituted for education;
- 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, and participation in community life, with meaningful choices and opportunities;
- Excellent organizational and project management skills;
- Ability to communicate clearly and effectively both orally and in writing;
- Excellent interpersonal and cross-cultural communication skills, ability to communicate effectively 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 maintain confidentiality and exercise sound judgment in the handling of all advocacy activities;
- Ability to successfully manage multiple work priorities and work under deadlines;
- Computer literacy and proficiency with software utilized to carry out job functions; and
- Ability to travel within the State of Maryland with reliable transportation.

Preferred Qualifications:

- Experience conducting site visits, investigations, or reviews;
- A demonstrated interest or background in public interest work, particularly related to disability rights and community integration for disabled people;
- Relevant experience related to serving people with disabilities, such as work involving home and community-based services, preparation for and participation in administrative appeals or litigation, participation in policy and systems reform work such as preparation of regulatory comments, advocacy with state agencies, and work in coalitions;
- Life experience with a disability; and
- Ability to communicate in American Sign Language, Spanish, or another non-English language.

Pay and Benefits:

This is a full-time, non-exempt position with excellent benefits. DRM requires full-time employees to work 35 hours per week. The hourly pay rate is \$19.72 to \$22.45 per hour depending on education and experience. Benefits package is highly competitive with other Maryland public interest organizations.

To Apply:

E-mail resume and cover letter to jobs@DisabilityRightsMD.org with "DD/Health Team Advocate," in the subject line.

This position was announced on June 21, 2021, and will remain open until filled. Priority will be given to applications received prior to **July 2, 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 values diversity. Individuals with disabilities, people of color, LGBTQIA+ individuals and others who contribute to staff diversity are especially encouraged to apply. DRM is an Equal Opportunity employer.