



**Empowering People to Lead
Systemic Change**

The Protection and Advocacy System for the State of Maryland

1500 Union Ave., Suite 2000, Baltimore, MD 21211
Phone: 410-727-6352 | Fax: 410-727-6389
DisabilityRightsMD.org

Fellowship Announcement: Equal Justice Works Housing Justice Program Staff Attorney

Disability Rights Maryland (DRM) seeks dedicated, civil rights-oriented applicants for an 18–20-month, full-time attorney position as an Equal Justice Works Fellow in the Housing Justice Program. The Fellowship ideally begins in June 2025 and ends December 31, 2026.

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. DRM envisions a world where people with disabilities are fully included in their neighborhoods, schools, workplaces and community activities. We represent people with all types of disabilities (developmental, intellectual, psychiatric, physical, sensory, learning, traumatic brain injury, etc.), including those who live in facilities, in the community or who are homeless, 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.

DRM has been selected by Equal Justice Works as an implementing partner of Equal Justice Works' Housing Justice Program. Equal Justice Works is the nation's largest facilitator of opportunities in public interest law. They facilitate Fellowships at legal services organizations to help fulfill our nation's promise of equal justice for all.

The Housing Justice Program is the only Equal Justice Works program that employs both lawyers and organizers to work as Fellows at legal aid and grassroots organizations in areas where evictions and housing instability have reached epidemic proportions.

Fellowship Benefits:

Equal Justice Works Fellows are part of a network of over 2,500 current and former Fellows dedicated to improving access to equal justice for all. As a member of the network, each Fellow has access to skills-based training provided by Equal Justice Works.

As a Fellow, you will develop experience and skills to be a leader in social justice while promoting tenants' rights and directly representing households at risk of eviction or experiencing housing instability. 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.

Fellowship responsibilities include:

- Providing legal representation to low-income households with disabilities in eviction cases. This includes legal screening, advice, brief service, and full-scope representation in district and circuit court.

- Building key stakeholder relationships in furtherance of the Fellowship objectives; creating, fostering, and cultivating partnerships among legal services providers, tenants' associations, community social services providers, and other community-based entities.
- Strategizing, planning and conducting training and outreach to communities and community organizations in furtherance of housing stability and affordability for low-income community members; engaging in peer-to-peer learning with other Equal Justice Works Housing Justice Program Fellows.
- Actively contributing to and participating in Housing Justice Program cohort activities.
- Exercising leadership competencies as an Equal Justice Works Fellow.
- Contributing to required programmatic reporting and overall program evaluation.

Minimum Qualifications:

- J.D. from an accredited law school and licensed to practice law in Maryland or willing to sit for next available Bar exam.
- 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.
- Trial skills or strong interest in representing clients in court.
- Excellent interpersonal and cross-cultural communication skills, ability to communicate ideas with enthusiasm to diverse audiences.
- Ability to research and analyze complex legal issues, write well, develop and execute a variety of advocacy strategies, and conduct legal research.
- Ability to work independently and to establish and maintain effective working relationships and collaborate with colleagues in a team environment.
- Excellent ability to organize and manage multiple work priorities, and work under deadlines.

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.

Preferred Qualifications:

- 1-5 years' legal experience.
- Law school clinic, externship, summer, or other relevant practice experience, especially in disability rights, landlord tenant, fair housing or other public interest fields.
- Prior experience in managing independent projects or assignments in a professional setting.
- Knowledge of housing law and/or experience with housing and benefits agencies.
- Experience with delivering training and presentations to diverse audiences in a professional setting.
- Experience working directly with persons with disabilities.
- Diverse economic, social and cultural experiences, fluency in a second language, or life experience with a disability.

Salary and Benefits:

Competitive, depending on experience. The salary range for an attorney with 0-5 years' experience is \$65,063 to \$74,760. DRM offers a generous benefits package that includes excellent medical insurance, employer-paid dental, prescription, vision, life, and disability insurance, as well as pre-tax savings plans, a retirement savings opportunity with generous employer contributions, and a telecommuting policy. DRM offers employee reimbursement for the some or all of the cost of spouse or partner-paid health insurance premiums, up to an established maximum amount. DRM also offers generous paid time off, including vacation, holidays, sick time, parental leave, and more.

All work (including telework) must be completed from within Maryland.

This description can also be found at www.DisabilityRightsMD.org/careers/

To Apply:

E-MAIL resume, cover letter, a writing sample to Jobs@DisabilityRightsMD.org with "Equal Justice Works Housing Justice Program Staff Attorney" in the subject line. This position remains open until filled. Applications will be reviewed on a rolling basis with priority given to those received **by April 11, 2025**, but candidates are encouraged to apply as soon as possible. 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. All qualified applicants are encouraged to apply.