



Associate Counsel/Counsel, Fair Housing and Community Development Project

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other racial and ethnic minorities. The Lawyers' Committee was formed in 1963 at the request of President John F. Kennedy to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity – work that continues to be vital today.

The Lawyers' Committee seeks an attorney with a demonstrated commitment to racial justice to serve as Associate Counsel or Counsel in the Fair Housing and Community Development Project (FHCD). FHCD seeks to fight discrimination in housing through enforcement of the Fair Housing Act and to promote greater opportunity for low-income people of color by utilizing a number of legal and community-based strategies. In addition to impact litigation, the FHCD team consults with local jurisdictions to evaluate and recommend fair housing strategies, provides legal support for housing justice organizations and advocates for the promulgation and enforcement of U.S. Department of Housing and Urban Development rules to ensure equitable access to crucial resources and meaningful housing choices for racial minorities.

Program areas include affirmatively furthering fair housing, impact litigation to enforce the Fair Housing Act, national, state and local housing policy advocacy, and support to community organizations. The Associate Counsel or Counsel will work on several national initiatives and impact litigation matters.

This is a full-time position based in Washington, DC. Although work travel is currently suspended due to the current COVID-19 pandemic, regular travel will be required if company travel restrictions are lifted. The Associate Counsel or Counsel will work under the supervision of the Director for the Fair Housing and Community Development Project.

Specific Duties and Responsibilities:

- **Fair Housing Act litigation:** Participate as co-counsel at all stages of impact litigation to enforce the Fair Housing Act and other statutes. Lead investigations, develop new cases, draft pleadings and briefs, engage in discovery and motion practice and conduct evidentiary hearings and oral arguments. Work with coalition partners and co-counsel to prepare amicus curiae briefs in precedent setting cases;

- **Affirmatively furthering fair housing:** Provide technical assistance to community organizations and jurisdictions on the Fair Housing Act's duty to affirmatively further fair housing (AFFH). Consult on issues including community engagement strategies, the identification and analysis of local data sources and best practices for addressing common fair housing issues;
- **National, state and local housing policy advocacy:** Develop, analyze and promote policy changes in the areas of affordable housing, fair housing, tenants' rights and equitable development. Research best practices and draft policy documents and legislative language to support policy campaigns. Represent the Lawyers' Committee in national coalitions;
- **Support to community organizations:** Represent community-based organizations advocating for affordable housing, fair housing, tenants' rights and equitable development;
- **Project management:** Manage the progress of several technical assistance, policy and litigation matters, including collaboration with clients, law firm co-counsel and other partners;
- **Development:** Help identify funding opportunities and participate in grant writing and reporting; and
- **Communications:** Engage in public speaking, writing op-eds and articulating the Lawyers' Committee's positions on various civil rights and housing reform matters.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of racial justice and civil rights;
- Graduation from an accredited law school;
- 3-6 years of post-JD experience in housing or a related field, with complex civil litigation experience;
- Active membership in the District of Columbia bar or the ability waive in;
- Excellent legal research and writing skills;
- Ability to produce high quality work under pressure of multiple deadlines;
- Organized and capable of collaborating with multiple partners to develop complex litigation and manage multiple litigation projects simultaneously;
- Excellent interpersonal and communication skills;
- Substantial leadership skills and ability to collaborate with colleagues and pro bono co-counsel to develop and implement effective litigation and advocacy strategies;

- Strong intellect and ability to analyze issues and convey written information in a clear, concise, accurate, organized and convincing manner;
- Demonstrated experience working with and for communities of color and/or low-income communities; and
- Willingness and ability to travel on a regular basis for client matters and other meetings when deemed safe.

To Apply: Please submit a cover letter and resume to <https://podio.com/webforms/25013418/1837788>. No calls will be accepted. The position will remain open until filled and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a nonprofit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and/or Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 11 paid Holidays and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation or any other status protected under law.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation or send an email with the subject line "Applicant Accommodation" to kcoates@lawyerscommittee.org.