



Job Description

Idaho Coalition Against Sexual & Domestic Violence

Social Change Attorney¹

About the Idaho Coalition

The Idaho Coalition identifies, supports, and thrives as an intergenerational, multi-racial, multi-ethnic, multi-cultural organization for the benefit of our team, our work, and our movement to end gender violence inextricably interconnected to multiple systemic oppression. Our focus is girls and women, and people who are gender oppressed who are impacted by or at risk of gender violence and systemic oppression.

Gender violence (sexual assault, domestic violence, dating violence, and stalking) does not occur in isolation. Gender violence is part of the continuum of gender oppression and is fueled by social injustice including patriarchy, sexism, racism, classism, homophobia, transphobia, able-ism, religious discrimination, and anti-immigrant sentiment. To end gender violence, we must address the larger systemic issues that generate and sustain it.

Shared Vision and North Star

Our shared vision is one of beloved communities with social equity and collective liberation for all human beings; where we see our own and each other's full humanity and everyone has the ability to thrive and the dominant social narrative is one of interdependence, resilience, and regeneration. Our north star is collective thriving and is the embodiment of our vision, values, and purpose.

Organizational Values

Our organization aspires to embody the values we want to see in the world:

- **Bold Vision** – We are open to possibilities and encourage risk-taking.
- **Compassion** – We see each other's full humanity with love and kindness, and intentionally turn toward others to end suffering and oppression.
- **Interconnection** – We hold broad awareness and understand our profound interconnectedness and respect our relationships with one another and our earth.

¹ Job title may change.

- **Solidarity** – We amplify the voices and histories of communities marginalized by society and celebrate our differences.
- **Collective Liberation** – We recognize that our own freedom of oppression is connected and bound with individuals most marginalized by systems of power in society.

Approaches Across the Organization – We are working to reclaim our connection to our own and each other's humanity, and to create the foundation for collective thriving by embodying these four approaches across our organizational work:

- **Center on Communities most impacted by historical marginalization and violence + community-centered solutions**
 - Build alliances and power with and among communities marginalized by society.
 - Challenge institutions' and system' behaviors, culture, and policy that create the conditions for gender violence fueled by multiple, systemic oppressions.
- **Catalyze Change in Prevention and Response – collective healing, spirituality, and resilience and transformation of our response to violence**
 - Convene learning communities to strengthen relationships, share knowledge and accelerate emerging practices in services and social change.
 - Challenge institutions and system behaviors, culture, policy and power that create the conditions for gender violence and systemic oppressions through authentic conversations, calling in/interruption with compassion, and policy change.
- **Create New Social Norms to Interrupt the Root Causes of Violence – transformative cultural strategies**
 - Promote social norms that interrupt the root causes of gender violence fueled by multiple systemic oppressions.
 - Move with multiple, coordinated strategies based on community needs, best and emerging practices, research, and an evaluative mindset.
- **Mobilizing Across Movements**
 - Hold broad awareness of the socio-economic political horizon and knowledge of our interdependence and ecosystem in order to envision and reimagine what is possible.
 - Create conditions necessary for individuals impacted by violence to have agency and be leaders in the movement.
 - Organize around common goals and build networks with allied social justice movements.
 - Identify those who are ready, willing, and open to change themselves, their behaviors, and structures and systems to mobilize a critical mass.

Across the Organization – Primary Responsibilities

- Bold alignment with and operationalization of the attached Idaho Coalition Theory of Transformative Social Change.
- Commitment to examine our own privileges and connections to power and/or oppressions so that we can be best able to do our work in a manner that is accountable to the last girl and serves our collective commitment to ending gender violence and the systemic oppressions.
- Commitment to building authentic relationships with our team, our membership, our partners and communities by seeing what is unique and what is shared in our experiences.
- Create engaged and sustained cross-sector, multi-field collaborations and champion networks.

Across the Organization – Core Competencies

- Excellent listener with strong individual and group communication skills (written and verbal) and an ability to apply these skills across a range of relationships and environments.
- Strong organization skills to effectively manage time, deadlines, and meaningful contributions towards organizational goals and funding required deliverables.
- Flexible, adaptive, and introspective. Ability to apply progressive ideas and critical thinking to improve existing procedures.
- Ability to be in authentic relationships and participate in collaborative environments.
- Ability to handle a variety of projects and assignments with clarity, attention to detail, and awareness to self-care.
- Exceptional time management skills and willingness to embrace adaptability. Ability to make decisions under pressure.
- Passion for both the role and our work to end gender violence and cultivate collective thriving.

Social Change Attorney – Roles and Responsibilities

Initiative/Project Responsibilities

- Work closely with the Director of Law & Policy and Social Change Legal Advocate to complete all project goals.
- Provide comprehensive civil legal services that are survivor-centered and developmentally and culturally responsive for survivors of sexual violence (and other forms of gender violence as appropriate) located throughout the state of Idaho. Services provided will be based on each survivors' unique needs and may: help survivors understand their legal options and access other community and system's based resources; ensure that they can stay and be successful in school or work; protect their privileged and confidential education, mental health, employment, and medical records and address other privacy needs and concerns; help gain or maintain safe housing; secure or maintain their immigration status; assist with access to public benefits and crime victim's compensation; and provide assistance in understanding and navigating the criminal legal system.
- Provide information and referrals as well as brief civil legal assistance to survivors of domestic violence, dating violence and stalking.
- Support partnering contract attorneys with content area expertise related to gender violence and act as co-counsel as necessary.
- Establish and enhance an existing statewide referral network and identify survivor identification and outreach opportunities.
- Assist with developing and facilitating outreach activities for survivors of sexual violence, particularly survivors who are LGBTQ, have a physical, mental or developmental disability, Deaf or hard of hearing, and/or are Latinx, Indigenous, immigrants, or who have been resettled in the United States through the refugee process.
- Develop content – newsletter articles, webinars, etc. – related to legal issues of interest to Idaho Coalition program members and partners.
- Serve as a member of the Idaho Coalition Policy Team to develop and implement organizational policy stances; conduct research and policy analysis; provide written and verbal testimony on behalf of the Idaho Coalition to the Idaho State Legislature, Federal members of Congress, and various state and Federal administrative agencies; and work in collaboration with various policy coalitions to support related social justice policy needs.
- Research and summarize a variety of legal issues as needed by Idaho Coalition member programs.

Organizational Self-Care and Sustainability Responsibilities

- Radical self-care practices that provide a daily way to embody and sustain the change we hope to see within ourselves, organizations, and society.
- Practice Forward Stance to emphasize proactive and strategic actions to build successful and sustainable movements; to bring physical and experiential elements to movement building work and provides a way to “get out of our heads;” and to reflect and understand that the mind, body, and spirit are interconnected in ways that allow for physical experience to enhance and shift the ways the mind can understand, absorb, learn, and imagine.
- Engage in physical practice as able to still our minds to reflect on our internal conditioning – to turn our gaze inward and become aware of our habits (unconscious repetitive acts).

Position is exempt and reports to the Director of Law & Policy.

Social Change Attorney – Qualifications

Required

- Licensed to practice law in Idaho. If not licensed in Idaho, any candidate must take the next available bar exam and continued employment is dependent on passing the Idaho State Bar exam.
- Demonstration of knowledge or willingness to learn about the impacts that sexual violence has on individuals and civil legal remedies that can address those impacts.
- A strong desire to work in meaningful collaboration with survivors of sexual violence from historically marginalized communities.
- Demonstrated ability for content development (such as, curriculum, newsletter articles, tools and outreach and policy advocacy campaigns) rooted in a strong feminist, multi-cultural and social justice analysis as well as understanding of movement building strategy across multiple social justice issues.
- Excellent overall communications skills including but not limited to, writing, editing and critical analysis, development of and preparing and facilitating webinars, workshops and presentations on a state-level and national-level; oral communication skills; facilitating meetings and conferences, and representing the Idaho Coalition in the state and national platforms.

Preferred

- Dedication and ability to work flexible hours and to travel, primarily throughout the state of Idaho, as needed.
- 2 years' experience working directly in the criminal legal system.
- Bilingual in Spanish, Swahili, Arabic, ASL or a language that is relevant to Idaho's Limited English Proficiency (LEP) community strongly preferred.
- Experience in providing legal services to historically marginalized communities through the lens of addressing gender violence and/or systemic oppression.
- Experience with peer-to-peer mentorship and a commitment to transformative and adaptive leadership, reflective supervision, shared leadership, and a strong desire to motivate to help our team thrive.

Salary - \$50,000+ depending on experience and alignment within Idaho Coalition Compensation Scales. The Idaho Coalition is committed to transparency as a method of creating an equitable workplace. For that reason, all staff salaries are known by each staff member. A salary transparency agreement will be required as a part of job acceptance.

How to Apply – To apply for this position, please send a resume and cover letter describing your interest in the job and how you meet the required and preferred qualifications via email to

Annie Hightower, annie@engagingvoices.org. This job posting is open until filled and candidate initial reviews will begin March 2, 2021.

The Idaho Coalition is an equal opportunity employer with a diverse multi-cultural staff. We highly value each of our staff member's unique life experiences and encourage people of all backgrounds to apply, including but not limited to individuals from racially or ethnically diverse communities, LGBTQ communities, and individuals with disabilities.