

JOB ANNOUNCEMENT



Position: Tenants' Rights Fellow, Right to Counsel

Location: Contra Costa County and/or Alameda County

Reports to: Tenants' Rights Managing Attorney

Bargaining Unit: Yes

FLSA: Exempt

Type: Full Time

Position Summary & Responsibilities

Our Tenants' Rights Practice works to stop displacement and stabilize our communities through eviction defense, drop-in legal clinics, affirmative litigation, administrative hearings before rent boards, know-your-rights presentations and community outreach, and policy initiatives. We are seeking staff attorneys to join our team in providing high quality legal and policy services to low-income tenants in Contra Costa County and/or Alameda County.

Tenant Right to Counsel

A tenant right to counsel policy would provide a legal right to attorneys for tenants in all unlawful detainer cases. We are seeking a staff attorney specifically focused on developing policies that would implement a tenant right to counsel for all unlawful detainer cases. This staff attorney will help Centro determine whether to approach the project from a municipal, county, or regional level. We will work with examples of tenants' right to counsel from other cities and counties, such as San Francisco County, both learning from the pitfalls and adjusting based on local needs.

Qualifications

The applicant must profoundly share Centro Legal's mission and vision of racial, economic and social justice.

We understand that no applicant will have every qualification. We look for applicants who holistically meet these qualifications or show willingness to grow in areas where they have not had the opportunity to practice these skills.

Qualifications include:

- Unlawful Detainer experience
- J.D; admitted and in good standing with the California bar;
- Fluency in Spanish, Mandarin, Cantonese, or Vietnamese preferred, but not required;

- Knowledge and adherence to community lawyering principles;
- Leadership skills that focus on facilitating meetings, creating a platform for folx to speak on behalf of themselves, and building institutional legacy and knowledge of right to counsel;
- Public speaking skill sets;
- Creation of organizing social media and policy packet creations;
- Excellent writing, research, analytical, and verbal communication skills;
- Demonstrated commitment to civil liberties, tenants' rights, policy development, and public interest law;
- Demonstrated ability to work cooperatively on projects with lawyers, other staff members, organizers, low-income community members, and diverse community organizations;
- Demonstrated commitment to diversity within the office and a personal approach that values all individuals and respects differences regarding race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability, socio-economic circumstance, immigration status, and record of arrest or conviction;
- Familiarity in working with clients in crisis or who are trauma survivors;
- Commitment to and understanding of how intersectionality plays a role in client and staff experiences;
- Demonstrated ability to work cooperatively on projects with lawyers, other staff members across organization, and diverse community organizations, stakeholders and policymakers;
- Ability to adapt and develop creative policy strategies in the face of conservative resistance; and
- Connections with local community groups and organizations working on tenant rights.'

Primary responsibilities will include:

- Taking on a very small number of unlawful detainer cases to gain insight into the unlawful detainer proceedings;
- Researching right to counsel and attending trainings on right to counsel (RTC);
- Building relationships and meeting consistently with courts;
- Building relationships and working with organizers and coalitions;
- Directly advocating, as part of a coalition in city and county policy and legislative hearings, for right to counsel;
- Providing consultations at clinics and workshops to understand tenant needs while advocating for right to counsel;
- Providing Know Your Rights presentations to community-based organizations;

- Representing Centro Legal de la Raza and its clients at community events, stakeholder meetings, City Council hearings, etc.;
- Creating a timeline strategy to pass right to counsel locally, creating power maps, and working closely with partner organizations and coalitions to ensure right to counsel is also being used as a part of broader housing needs (such as an affirmative right to housing, anti-harassment ordinances, unrestricted funds for tenants to use, etc.);
- Development of baseline plans for passing, implementation, funding, and enforcement of right to counsel at county levels;
- Writing policy briefings, policy letters to elected officials and the court, and public comment templates;
- Creating organizing and policy packets/toolkits that will be used internally and by the public for policy meetings, coalition updates, and know your rights sessions on right to counsel; and
- Working closely with the Managing Attorney in special advocacy projects, as needed

Compensation and Benefits

Salary is competitive and commensurate with experience starting at \$64,821. We provide a generous benefits package, including life insurance, LTD, leave policies, vacation, and December holiday office closure at full pay.

Remote Work Policy

Because of current public health guidance, this position will begin as a remote work position. If public health guidance changes, this position will require some work from our physical office and/or the courthouse.

To Apply

Review of applications will begin immediately and continue until the position is filled. Applicants are encouraged to apply as soon as possible. Submit via email only: 1) cover letter, 2) resume, and 3) a list of three professional references. Include **“Tenants’ Rights Staff Attorney-RTC”** in the subject line. Please email application materials directly to jobs@centrolegal.org

POSITION OPEN UNTIL FILLED

About Centro Legal de la Raza

Founded in 1969 and headquartered in Oakland, California, Centro Legal de la Raza (Centro Legal) is a comprehensive legal services and advocacy organization protecting and advancing the

rights of immigrant, low-income, Black and Latino communities through bilingual representation, education, and advocacy. We combine quality legal services with know-your-rights education, affirmative litigation, and youth development, ensuring access to justice for thousands of individuals and families each year throughout Northern and Central California.

For more information, visit our website: <https://centrolegal.org/>

Diversity Statement Centro Legal's mission includes advancing social, economic and racial justice. We are committed to fostering, cultivating and preserving a culture of equity, diversity and inclusion within and ensuring a workplace where all staff can flourish and grow professionally and well beyond. Our staff are the most important part of our ability to achieve our mission. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation, sustainability and our organization's success. Centro Legal is an equal employment opportunity employer and does not discriminate on the basis of race, color, religious creed, sex, pregnancy), gender, national origin, ancestry, citizenship, age, medical condition including genetic characteristics, mental or physical disability, military or veteran status, marital status, family responsibilities, caregiver status, sexual orientation, gender identity (including transgender status), gender expression, weight, height, linguistic characteristics (such as accent and limited English proficiency where not substantially job-related), citizenship status, status as a victim of domestic violence, sexual assault, or stalking, HIV/AIDS status, or any other basis prohibited by law. Centro also prohibits discrimination based on a perception that an individual has any of the characteristics of the protected classes listed above, and further prohibits discrimination against an individual who is associated with a person who has, or is perceived to have, any of those characteristics.