



OFFICE OF RESPONDENT
PARENTS' COUNSEL
Protecting the Fundamental Right to Parent

Non-Classified

EMPLOYMENT OPPORTUNITY

Office of Respondent Parents' Counsel

STAFF ATTORNEY – EQUITY, DIVERSITY, AND INCLUSION DIRECTOR

Job Location: The Central office is located in Denver, Colorado, and State of Colorado employees must reside in Colorado. At this time, the position is primarily remote.

Salary Range: \$9,577 - \$13,264 per month

Release Date: July 18, 2022

Apply By: August 18, 2022, 5:00pm

Employment Type: Full Time

ABOUT THE ORPC

The Office of Respondent Parents' Counsel (ORPC) is an independent agency within the State of Colorado Judicial Branch that is vested with the oversight and administration of legal representation for indigent parents in child welfare cases across Colorado.

Respondent Parents' Counsel (RPC) play a critical role in achieving the best outcomes for children in child welfare cases by protecting the legal and due process rights of parents, presenting balanced information to courts, and promoting the preservation of family relationships. To learn more, visit <https://www.coloradoorpc.org/>.

ABOUT THE EQUITY, DIVERSITY, AND INCLUSION DIRECTOR

The EDI Director supports ORPC's use of research, policy advocacy, community engagement, indigent parent representation, and strategic communication as tools to attack structural racism and white supremacy in Colorado's system of family regulation.

Data overwhelmingly demonstrates that children of color are represented in Colorado's child welfare system at higher rates than their population as a whole. Though children of color make up 45% of Colorado's child population, 56% of the children involved in a child welfare case are children of color, as are 58% of children who age out of the system. Sixty percent of children who are placed in congregate care, rather than in a family-like setting, are children of color. Beyond race and ethnicity, disproportionality in the child welfare system for disabled parents is staggering. At least 49.6% of parents have one or more disability.



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While the population we serve is over-represented in these areas, the same cannot be said for the professionals serving our clients. Nearly 86% of Colorado attorneys identify as being white. Nationally, less than 1% of lawyer report having disabilities, while 25% of the U.S. population reports having at least one disability.

It is essential that the ORPC be proactive in addressing these inequalities within this system of family policing. A crucial part of ORPC's mission is to deliver high quality representation to all parents and to do so through an anti-racist lens. The dedication to the needs of the disabled population must also be reflected through the population of professionals serving clients in the child welfare system. It is a goal to recruit and professionally develop, train, and support professionals that reflect the population for whom we advocate.

Not only must the professionals reflect the over-represented populations they serve, they must also be strong, assertive advocates for their clients. They must be well-trained and brave in spaces where their clients are scrutinized, often facing the unimaginable outcome of losing children and having their family destroyed. The ORPC Equity, Diversity, and Inclusion Director will be called upon to recruit, hire, retain, and train professionals on family defense teams. They will be consolidating and expanding existing staff efforts to improve and strengthen advocacy around issues of inequality our clients are mired in. They will be tasked with amplifying the voices of families of color, families with disabilities, and LGBTQIA+ families in the child welfare system. They will be a resource and provide expertise internally that before was sought from outside sources.

The Equity, Diversity, and Inclusion Director will critically analyze these systems and engage in a wide variety of advocacy methods to enact meaningful change.

GENERAL STATEMENT OF DUTIES

ORPC Attorneys are required to work as a team to develop systemic policy initiatives and innovative approaches to the representation of respondent parents at both the trial and appellate levels of dependency cases. Attorneys perform a variety of duties including recruitment, hiring, and evaluation of respondent parent attorneys; litigation support and case consultation; development of attorney practice standards; coordination and execution of attorney trainings and resources; and a variety of administrative support functions for the ORPC.

ESSENTIAL JOB FUNCTIONS

The Office of Respondent Parents' Counsel invites qualified applicants to apply for the position of Staff Attorney – Equity, Diversity, and Inclusion Director. The staff attorney:

- Collaborates with child welfare stakeholders and attends meetings to ensure the family regulation system is always addressing its overrepresentation problem.



OFFICE OF RESPONDENT
PARENTS' COUNSEL
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- Supports ORPC staff and contractors in growing their understanding of racial justice and providing meaningful educational opportunities, practice updates, and accessible tools for staff members to utilize in their daily practice.
- Examines the legal representation and systems utilized in family regulation to create avenues to shift practices to affirmatively support racial justice and the communities of color that we serve.
- Engages with the data team to support data collection and analysis that fully captures the impact racism has on indigent parents.
- Develops and produces internal and external training materials and work in coordination with the ORPC Training Director.
- Possesses ease and comfort in public speaking to the media, at conferences, and before large audiences about race and persuasively supports racial justice in public.
- Engages in coalition building with communities and government mobilization efforts to effect policy change and to ensure reform is inclusive of impacted communities.
- Works with the Deputy and Executive Director to maintain a list of qualified trial counsel available for appointment in dependency cases.
- Conducts outreach and recruitment to a variety of professionals to serve on family defense teams with a focus on recruiting and supporting historically underrepresented contractors.
- Provides individual case consults for RPC attorneys and works collaboratively to develop and advance systemic trial advocacy issues.
- Uses their judgment and analytical problem-solving and communications skills to identify potential solutions to legal and other problems.
- Helps the ORPC conduct an annual attorney application review and evaluation of ORPC contractors.
- Supports the other ORPC staff with projects and tasks.
- Occasional travel across the state of Colorado and some out of state travel may be required.
- Other duties as assigned.

DISTINGUISHING FACTORS

Preference will be given to applicants with both community organizing and government experience. The following are additional important qualifications, but not necessarily required for a successful application: expertise in civil litigation, understanding of the family regulation system, respondent parents' representation and knowledge, expertise in anti-discrimination laws, and a passion for serving marginalized people, including but not limited to disability communities, LGBTQIA+ communities, and BIPOC communities. This position reports directly to the ORPC Director of Engagement.

QUALIFICATIONS



OFFICE OF RESPONDENT
PARENTS' COUNSEL
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This job requires that the applicant be an attorney who is licensed to practice law in Colorado or who can be licensed within six months. Must have excellent communication, collaboration, and presentation skills.

To perform this job successfully, an individual must be able to perform each of the above essential functions satisfactorily. The requirements listed below are representative of the physical and environmental conditions required of the employee on the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work Environment:

This position is subject to many interruptions and may require handling multiple calls, inquiries, and job priorities at once. The noise level in the work environment is usually moderate.

EEO/AA/ADA EMPLOYER

NOTICE! The Office of Respondent Parents' Counsel believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

NOTICE! Each person employed must present identity and employment eligibility verification.

NOTICE! Employees hired after March 1, 1988, must be on the payroll direct deposit program.

NOTICE! The Office of Respondent Parents' Counsel is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a mental or physical impairment which limits one of your major life activities (e.g. walking, hearing, seeing, speaking, breathing, or learning) and require reasonable accommodation to ensure you have a positive experience applying, testing or interviewing for this position, it is your responsibility to notify the Office at least 3 working days before the interview or test date. If you need special accommodations at the work site, you must notify the Office as soon as possible so that such accommodations may be effected as quickly as possible.



OFFICE OF RESPONDENT
PARENTS' COUNSEL
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NOTICE! All prospective employees of the Colorado Judicial Branch are subject to background investigation prior to hiring.

NOTICE! Employees will be required to attest to and verify that they are fully vaccinated for COVID-19. Upon hire, new employees will have three (3) business days to provide attestation to their status with proof of vaccination. Note: Fully vaccinated means two (2) weeks after a second dose in a two-dose series of the COVID-19 vaccine, such as the Pfizer or Moderna vaccine, or two (2) weeks after the single-dose vaccine, such as Johnson & Johnson's Janssen vaccine.

HOW TO APPLY

Complete the online application at the link below. Please direct application questions to Jena Fleiner, ORPC Office Manager, at admin@coloradoorpc.org. Submit a cover letter detailing qualifications and experience for this position, a resume, and a list of three professional references by **5 p.m. on August 18, 2022**, by filling out the application at the following link:

https://fs7.formsite.com/ORPCColorado/form32/form_login.html

You may submit the required information through the online application only. Late or incomplete applications will not be considered. Please note application materials will not be returned. Successful applicants will be contacted to schedule an interview. This position is eligible for benefits, including participation in retirement, health, dental, life/AD&D, and short-term disability plans and paid leave.

Faxed, mailed, or emailed applications will NOT Be Accepted. Be sure to follow the directions to apply.