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## Civil Rights Law

### SUBSTANTIVE LAW

#### **Themes:**

- Exploring the diversity of careers in civil rights law.
- Incorporating civil rights law into your practice.

#### **Conversation Starters:**

- What is it about civil rights law that interests you?
- What civil rights issue(s) do you want to work on and in what subject area(s) (e.g., criminal or civil law, employment, education, housing, health/human services, justice system and police reform, race equity, women's rights, disability rights, LGBTQ rights, immigrant rights, voting rights, indigenous peoples, hate crimes, etc.)?
- Who do you want as a client (i.e., individual, institution, government, non-profit, etc.)?
- Are you interested in litigation? If so, do you prefer trial or appellate work?
- Would you rather work on policy issues or individual cases?
- Would you rather be in the public or private sector?
- Are you prepared to represent individuals who have suffered trauma?
- What level of work-life balance are you seeking?
- What type of additional training and expertise is required to practice in your desired civil rights area?

#### **Activities:**

- Connect mentee with practitioners of civil rights law who have a different practice area for observation or informational interviews.
- Conduct informational interviews with potential government and non-profit employers.
- Attend a Civil Rights Law Section meeting or activity, and sign up on the section list serve.
- Attend, watch, or listen to oral arguments in a case involving civil rights issues at the Washington State Supreme Court or U.S. Supreme Court. Read and discuss the briefs filed in the case.

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#### **Activities (continued):**

- Read resolution letters and agreements issued by civil rights agencies.
- Check out the volunteer opportunities available through the WSBA and local bar associations and choose an opportunity that matches your interest or involves an area of civil rights law you want to explore.

#### **Resources:**

##### **General**

- Discuss what additional resources the mentor/mentee have found useful in their own practice.
- [Self-Assessment Tools](#) including Jung Typology Test, Kiersey Temperament Sorter
- [WSBA Civil Rights Law Section](#)
- [Washington Law Help](#) relating to various civil rights issues
- [University of Washington Law Library research guides](#) on public service careers, government jobs, clerkship opportunities etc.

##### **Salary and Benefits**

- [Student Loan Repayment and Forgiveness](#)
- Federal Employee Salary Ranges:  
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>
- Washington Attorney General Salary & Benefits:  
<http://www.atg.wa.gov/salary-benefits>
- Public Interest Law Salary Ranges:  
<http://www.nalp.org/july14research>

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#### **Resources (Continued):**

##### **Government Agencies and Non-Profits**

- Washington Office of Public Defense – Various Resources:  
<http://www.opd.wa.gov/index.php/resources>
- Civil Rights Division of U.S. Department of Justice:  
<https://www.justice.gov/crt/about-division>
- Federal Civil Rights Offices, Various:
  - Education:  
<https://www2.ed.gov/about/offices/list/ocr/index.html>
  - HHS:  
<https://www.hhs.gov/ocr/index.html>
  - HUD:  
[https://portal.hud.gov/hudportal/HUD?src=/program\\_offices/fair\\_housing\\_equal\\_opp](https://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp)
  - EEOC:  
<https://www.eeoc.gov/>
- Wing Luke Civil Rights Unit:  
<http://www.atg.wa.gov/wing-luke-civil-rights-unit>
- Northwest Justice Project:  
<https://nwjustice.org/>
- Columbia Legal Services:  
<http://columbialegal.org/about>