

Communications Associate (1 year with the possibility of extension)

Location: Remote or Berkeley, CA

Status: This is a full-time, non-exempt position that has been grant-funded for 1 year. Continuation of this position beyond one year is contingent on further funding. This is a Bargaining Unit position.

About DREDF

The Disability Rights Education & Defense Fund (DREDF) is a leading national civil rights law and policy center led by individuals with disabilities and parents who have children with disabilities. Our mission is to advance the civil and human rights of people with disabilities through legal advocacy, training, education, public policy and legislative development. For over 45 years, DREDF has been at the forefront of disability rights advocacy, fighting for the legal and civil rights of disabled people nationwide.

Position Summary

DREDF is seeking a Communications Associate to help strengthen and expand our communications efforts during a critical time for disability rights. As the disability community is facing significant threats, including Medicaid cuts and a rollback of civil rights, this position will play a critical role in DREDF's ongoing efforts to support civil rights advocacy, protect disability rights, and amplify action alerts.

DREDF is a trusted messenger and primary source of information for disabled people nationally. The Communications Associate will work closely with the Communications Director to execute DREDF's communication strategy and ensure timely, accurate, and accessible information continues to reach the disability community and our allies.

Key Responsibilities

- **Content Creation, Dissemination & Accessibility**

- Develop engaging content for DREDF's social media platforms,
- Assist with content development for the DREDF website, webinars, print materials, newsletters, press releases, advocacy alerts, and blog posts using plain language to make complex legal and policy issues easier to understand.

- Support the creation of multimedia content, including graphics and videos while maintaining visual accessibility standards, including color contrast and font readability.
 - Ensure materials produced are created with accessibility best practices, including alternative text, screen reader compatibility, captioning, and ASL interpretation.
- **Story Collecting & Narrative Building**
 - Gather and amplify stories from disabled people impacted by Medicaid cuts, SNAP reductions, education challenges, healthcare barriers, marriage equality issues, and housing access, among others.
 - Integrate lived experiences into DREDF's messaging to showcase resilience, mutual aid, and the power of collective action.
 - Help craft a hopeful, action-oriented narrative that empowers the community and responds to requests from Hill staff, press, and funders.
- **Media & Community Engagement**
 - Monitor media coverage related to disability rights, Section 504, Medicaid, SNAP, and federal policy changes.
 - Assist in responding to media inquiries and preparing talking points.
 - Engage with community members through social media and other platforms.

Minimum Qualifications

- Strong writing and editing skills, with the ability to communicate complex topics clearly.
- Commitment to disability rights, disability justice, racial justice, and social equity.
- Familiarity with social media platforms, website content management (WordPress), and/or email marketing (MailChimp).
- Ability to work independently and collaboratively.
- Lived experience as a disabled person and/or direct experience working in disability rights is strongly preferred.

Desired Qualifications

- Prior experience in digital communications, journalism, public relations, or related fields.
- Graphic design and video editing skills (Final Cut, Canva, Adobe Suite, etc.).

Compensation

This is a 1-year position, with a possibility of extension. The salary for this position is \$75,000/year.

Benefits

DREDF offers a generous benefits package, including vacation, health, vision, and dental insurance, 403B retirement plan (with a discretionary match of employee contributions up to 7% after 1 year of service), life insurance, and a flexible workplace.

Equal Opportunity Employer

DREDF values diversity, equity, inclusion, and belonging, and does not discriminate based on race, color, ethnicity, national origin, age, religion, gender, gender identity, gender expression, sexual orientation, marital status, disability, or weight. We encourage and welcome people of color, people with disabilities, higher weight people, parents of children with disabilities, LGBTQI+ people, and people with diverse life experiences and backgrounds to apply.

Location

DREDF maintains a physical office space at the Ed Roberts Campus in Berkeley, California. Hybrid or remote work is an option for this position.

How to Apply

To apply, please email a resume, cover letter, writing sample and two references to hr@dredf.org. Please write "Communications Associate" in the subject line.

DREDF does not contact references until the final stages of the selection process following interviews. DREDF will let you know if you reach this stage and we plan to contact your references.

We appreciate your interest! Applications will be accepted until the position is filled. Only candidates selected for an interview will be contacted.