



Middlesex District Attorney's Office

Director of Racial Justice Initiatives

About the Office

The Middlesex District Attorney's Office serves the most populous county in New England with 54 diverse cities and towns. We prosecute cases across 12 district courts, 4 juvenile courts, and 2 superior courts.

Our core mission is to protect and serve the people who work, live, and raise their families in Middlesex County. Assistant District Attorneys, Victim Witness Advocates, Paralegals, and other talented professionals pursue this mission through exhaustive investigations, fair prosecutions and compassionate victim advocacy.

We also create and implement innovative crime prevention and intervention initiatives. Our staff partners with community groups, social service providers, medical professionals, private industry leaders, and law enforcement officers to address a variety of public safety issues.

Job Title Director of Racial Justice Initiatives

Vacancies 1

Exempt Full Time; 37.5 hours/week

Placement within MDAO Woburn Office

Reports to The District Attorney

Salary Commensurate with experience

Position Description

The Director of Racial Justice Initiatives is responsible for overseeing and addressing racial equity issues in the investigation and prosecution of crime in Middlesex County. This is a strategic role that provides leadership on policy and advocacy initiatives. The Director must be capable of creating and implementing new and innovative policy initiatives that engage internal and external stakeholders and inform the work of the MDAO.

The Director works closely with MDAO personnel, law enforcement and community partners to administer and develop innovative racial justice initiatives. In conjunction with the First Assistant, the Director of District Courts and the Director of Training, the Director of Racial Justice Initiatives identifies cases, patterns and trends with racial justice implications and assists Assistant District Attorneys in ensuring racially unbiased prosecutions. The Director of Racial Justice Initiatives will assist the Hiring Coordinator in developing and retaining a racially inclusive and diverse workplace that is representative of the community, which it serves. The Director will create and implement effective data-collection processes to address potential issues of racial bias in criminal justice efforts across Middlesex County.

Responsibilities

- Develop criteria and implement a process for referring cases to management where concerns about racial justice and racial equity are identified
- Conduct related policy research and analysis to advance programmatic and project goals and develop advocacy tools including reports, talking points, case studies, and effective best practices to advance and implement these goals
- Advise the District Attorney as a member of her senior leadership team
- Review cases with a racial equity lens to ensure the even-handed administration of justice
- Work with the management team to review and address prosecutions potentially involving racial bias
- Engage the office in ongoing reflective conversation regarding issues regarding racial inequities
- Collaborate with schools, probation, state agencies, law enforcement and other community partners regarding prosecuting with a racial equity lens
- Identify issues and develop policies related to policing and race in the communities of Middlesex County

- Work with police and other agencies to meaningfully compare and address racial disparities within the criminal justice system
- Collect and maintain data to address issues related to the status of policing and race in Middlesex County
- Create and maintain a case management system for referrals where concerns about racial justice or racial equity have been identified

Qualifications/ Requirements

- Juris Doctorate
- Experience working in the criminal justice system, particularly from a defense or civil rights perspective
- Possess a strong proven background in policy and strategy development and have tangible experience in relationship building and the development of advocacy tools.
- Significant research and scholarship in relevant areas
- A sincere interest in the public sector, the work of the Middlesex District Attorney's Office, with an overall understanding of the criminal justice system and the prosecutor's role
- Self-starter, with proven ability to work independently and as part of a team
- Excellent organizational and project completion skills, with a strong attention to detail
- Ability to multitask in a high-volume, fast-paced environment
- Outstanding interpersonal skills
- The sensitive and confidential nature of our work requires strong personal character, integrity, judgment and maturity
- Case management experience
- Strong computer skills and familiarity with Microsoft Office Suite
- A valid driver's license, as travel across Middlesex County is required

Commitment to Diversity

The Middlesex District Attorney's Office is committed to building a diverse staff and has formed both internal and external diversity committees to help attract, hire, retain and promote the very best staff, diverse in background and perspective, while helping to formulate and guide policy and decision making, and pursue the mission

of the office. The Middlesex District Attorney's Office is an equal opportunity employer.

Application Process

Interested candidates should submit to Aliya Khalidi a Middlesex District Attorney's Office Application form (found at www.middlesexda.com under the "Careers" tab) with a cover letter, resume, and a list of references, no later than January 4, 2021 to mdaojobs@middlesexda.com. Please indicate in the "Subject" line the position you are applying for.

Further Information

Candidates are encouraged to visit the Middlesex District Attorney's Office website at www.middlesexda.com to learn more about the work of the office.