

CARRIE ANN LUCAS

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LEGAL EXPERIENCE

Disabled Parents Rights Windsor, Colorado

Executive Director, April 2011 - Present

- Founded unique organization to provide legal services to parents with disabilities.
- Represent parents, children and adults with disabilities in child protection, guardianship, criminal, civil commitment, imposition of legal disability, adoption and domestic relations cases.
- Provide technical assistance to attorneys nationwide on issues affecting parents with disabilities.
- Provide technical assistance to attorneys nationwide on issues affecting people with intellectual disabilities.
- Manage day to day business operations, supervise paralegal staff, and staff attorneys,

Colorado Cross-Disability Coalition Denver, Colorado

Center for Rights of Parents with Disabilities Director, July 2004 - April 2011

- Represent parents, children and adults with disabilities in child protection, guardianship, criminal, civil commitment, imposition of legal disability, adoption and domestic relations cases.
- Represent individuals with disabilities, including individuals with intellectual disabilities, and organizations in Americans with Disabilities Act, Rehabilitation Act and Fair Housing Act cases.
- Ninety percent resolved family law or child protection cases resulted in child remaining or returning home, or increasing parental rights or parental responsibilities.

University of Denver, Civil Rights and Disability Law Clinic Denver, Colorado

Student Attorney, August 2004-May 2005

- Represented mobile home park tenant in Fair Housing Act discrimination case and investigated, developed factual basis and drafted an Amended Charge and Reply brief before the Colorado Civil Rights Division.
- Represented an individual who is blind in an Americans with Disabilities Act lawsuit against two local municipalities, and investigated, and drafted Complaint.

Colorado Cross-Disability Coalition Denver, Colorado

Enforcement Law Clerk, September 1998 - March 2005

- Investigated, developed factual basis, and drafted the first draft of the Complaint for a successful lawsuit against the Regional Transportation District improving access for individuals with mobility impairments, who are blind, and who use service animals.
- Monitored and enforced compliance of over 45 complex and detailed Americans with Disabilities Act and Rehabilitation Act settlement agreements.
- Helped establish successful Americans with Disabilities Act testing program: recruiting, supervising and training testers that resulted in improving access at over 150 businesses in Colorado.
- Provided advocacy to clients in Medicaid, ADA, Rehabilitation Act, IDEA and Fair Housing cases.

Fox and Robertson, P.C. Denver, Colorado

Summer Intern, May 2002 - August 2002

- Researched and drafted portions of successful motion for summary judgment on disparate impact family status discrimination in Fair Housing Act case.

EDUCATION

University of Denver College of Law Denver, Colorado

Juris Doctor May 2005. GPA 3.42; class rank 15/59

Illiff School of Theology Denver, Colorado

Master of Divinity with Justice and Peace Concentration, May 1999. GPA: 3.1.

Whitworth College Spokane, Washington

Bachelor of Arts in History and Sports Medicine, January 1994. GPA: 3.13.

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OTHER EMPLOYMENT EXPERIENCE

Washington Park United Church of Christ Denver, Colorado

Youth Coordinator, October 1998 - March 2000

Mayflower Congregational United Church of Christ Englewood, Colorado

Student Associate Minister, June 1997 - July 1998

University of Denver University for Youth Denver, Colorado

Teacher, October 1996 - March 2000

Hopwood Junior High School Saipan, Commonwealth of the Northern Mariana Islands

Classroom Teacher III, March 1994 - August 1996

PROFESSIONAL AFFILIATIONS

- Admitted to Colorado Bar 2005, District of Colorado Bar 2005, 10th Circuit Bar 2005, U.S. Supreme Court Bar 2015
- Certified Child Welfare Law Specialist – National Association of Counsel for Children
- Member Colorado Bar Association Juvenile Law and Family Law Sections
- Member National Association of Counsel for Children
- Court appointed counsel in the 1st, 2nd, 8th, 9th, 11th, 13th, 14th, 17th and 19th Judicial Districts.

SELECTED VOLUNTEER EXPERIENCE

Town of Windsor Windsor, Colorado (2012 - 2015)

- Chair of Historic Preservation Commission 2012-2013

Not Dead Yet Rochester, New York (1997 - present)

- Board member for national, grassroots disability rights organization

Parent to Parent of Colorado Denver, Colorado (2000- present)

- Board member for organization providing mutual support to parents of children with disabilities.

Disability Rights Bar Association Syracuse, New York (2006 - 2014)

- Charter Advisory Council member

The Legal Center for People with Disabilities Denver, Colorado (2005 - 2011)

- Board member for designated Protection and Advocacy Agency in Colorado.

The Association for Successful Parenting Denver, Colorado (2007 - 2010)

- Charter Board Member

Colorado Commission for the Deaf and Hard of Hearing Denver, Colorado (2007-2010)

- Member Legal Auxiliary Services Advisory Council

Last Passages Advisory Council Alexandria, Virginia (2003 - 2005)

- Developed guidelines for end of life care for people with intellectual disabilities.
- Wrote article on the History of End of Life Care for People with Disabilities that was published in *Exceptional Parent* magazine in March 2005.

SELECTED AWARDS AND RECOGNITIONS

- 2010 Petra Foundation Fellow
- 2007 Dan B. Davidson Excellence in Inclusion Award - Colorado Developmental Disabilities Council
- 2007 Penfield W. Tate II Freedom Award
- 2005-2007 Equal Justice Works Fellowship
- 2006 Peter C. Robertson Memorial Award for Civil Rights Advocacy
- 2005 Outstanding Student Lawyer Civil Rights and Disability Law Clinic
- 2001-2005 University of Denver Sturm College of Law Chancellor Scholarship

SELECTED PRESENTATIONS AND TRAINING CONDUCTED

- July, 2015: presentation at National Council on Disability about disabled parents.
- July, 2015 co-presented at workshop: Representing Parents with Disabilities in the Courtroom and Beyond at American Bar Association Parent Attorney Conference
- January, 2015 taught session on disability rights law to Northern Colorado Leadership Training.
- August, 2014, taught session on disability rights law to Nonverbal Learning Disorder conference.
- May, 2014 co-presented at workshop: Rights of Parents with Disabilities, Jacobus tenBroek Disability Law Symposium
- March, 2014 taught session on disability rights law to Northern Colorado Leadership Training
- July, 2013 co-presented at workshop: Parents with Disabilities in Dependency Cases at American Bar Association Child Welfare Law Conference.
- September, 2012 presented workshop: Working with Parents with Disabilities at Colorado Association of School Nurses annual conference.
- June, 2012, co-presented workshop: Discussion. Learning to Practice Alliances: A Discussion of White People's Work Toward Anti-Racism at Society for Disability Studies conference.
- January, 2009, developed curriculum and co-taught training at American Bar Association National Institute on representation of victims of domestic violence, dating violence and sexual assault who are Deaf, hard of hearing, and/or with disabilities
- May, 2008, presented workshop: Accessing Services (They Do Exist!) for Parents and Children with Disabilities: Practical Tips, Tools, and Connections at Colorado Summit on Children, Youth and Families.
- September, 2007, co-presented workshop: Legal options for parents with disabilities, at the Association of Successful Parenting conference.
- August, 2007, presented workshop: When a Parent Has a Disability: Effective Strategies to Protect the Rights of Parents and Children at NACC 30th National Juvenile and Family Law Conference.
- May 2006, presented workshop: The Americans with Disabilities Act and accommodations under Adoption and Safe Families Act at National Summit on Parents with Disabilities.
- June, 2002 co-presented at workshop: Queering Disability Activism, Crippling Queer Activism at Queer Disability Conference.
- June, 2002 co-presented at workshop: Assisted Suicide and Disability, Society of Disability Studies conference.

SELECTED MEDIA PROFILES AND INTERVIEWS

- "How the Americans with Disabilities Act changed my life" *The Daily Beast*, Jul. 24, 2015.
- "Mom with disabilities an daughter reunited after two-year court battle" *The Daily Beast*, Mar. 16, 2015.
- "Baby taken away because mom's 'disabled'" *The Daily Beast* Feb. 10, 2015.
- "Colorado Rejects Right-To-Die Legislation" *New York Times*, Feb. 7, 2015.
- "Defining dignity: debate gets real over 'right to die' bill" *The Colorado Independent*, Feb. 6, 2015.
- "Fighting for Families" *AdoptUSKids* website, <http://adoptuskids.org/join-the-conversation/real-foster-care-and-adoption-stories/families/story?k=lucas-family>, Dec. 2014.
- "Feds Probe Denver for Violating Deaf Prisoner Rights" *The Colorado Independent*, Mar. 4, 2013
- "Report finds disabled parents face bias, loss of children" *Associated Press*, Nov. 23, 2012.
- "Disability and Adoption: Building a Family" *United Spinal Association, Spinal Cord Resource Center* website, <http://www.spinalcord.org/disability-and-adoption-building-a-family>, May, 2012.
- "Carrie Lucas fights for the rights of disabled parents," *Ventilator-Assisted Living*, 25(5) Oct. 2011.
- "Lucas v. Kmart" *University of Denver Magazine*, Dec. 1, 2007.
- "Kmart versus the ADA cops" *New Mobility*, Nov. 1, 2007.
- "An able ally for parents" *Los Angeles Times*, Mar. 5, 2007.
- "Facing parenthood...with HIV" *The Paramus Post*, August 16, 2006.
- "Disabled win Kmart payout" *Denver Post*, Mar. 14, 2006.
- "Why me God?" *Westword* Dec. 11, 1997.