

# EVELYN MARCELINA RANGEL-MEDINA

Temple University James E. Beasley School of Law  
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## ACADEMIC POSITIONS

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**Temple University James E. Beasley School of Law** Philadelphia, PA  
*Assistant Professor of Law* 2022 – Present  
*Primary Teaching Interests Include:* Criminal Procedure, Employment Discrimination, Criminal Law, Citizenism: Race & Immigration Law, Latinxs/es & the Law, and Social Justice Lawyering Clinic.

**University of California College of the Law, San Francisco** San Francisco, CA  
*Visiting Assistant Professor, Center for Racial and Economic Justice* 2020 – 2022  
*Courses Taught:* Criminal Procedure, Citizenism: Race & Immigration Law, and Latinxs & the Law.

## EDUCATION

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**University of California, Berkeley, School of Law** Berkeley, CA  
*Juris Doctor*, May 2016

- American Jurisprudence Award (first in class) for Race, Sexuality & the Law Seminar
- President’s Public Interest Law Fellowship, University of California Office of the President
- Francine Marie Díaz Social Justice Memorial Award
- Berkeley Journal of Employment and Labor Law, *Associate Editor*
- Coalition for Diversity & Inclusion, *Co-Chair*

**University of Nevada, Las Vegas** Las Vegas, NV  
*Bachelor of Arts, magna cum laude* with Departmental Honors, December 2011  
*Majors:* Political Science: Public Policy, English Literature, and Women’s Studies

- Alliance of Student Organizations of Color, *Founder & Co-Chair*

**Community College of Southern Nevada** Las Vegas, NV  
*Associate of Arts*, English with *High Honors*, May 2004

- Associated Students of the College of Southern Nevada, *Student Body President*

## PUBLICATIONS

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### Articles

- *Citizenism: Racialized Discrimination by Design*, 104 B.U. L. REV. 831 (2024). This Article – one of the first in legal discourse advances the conceptual framework of “citizenism” to describe how citizenship is mobilized to sustain structural racism. Citizenism functions as a legalized system of discrimination that uses citizenship status to perpetuate racialized outcomes for communities of color. Specifically, law and immigration enforcement make legally permissible presumptions about citizenship based on race, which delimits the fundamental rights of citizens of color. A focus on citizenism provides a new framework for understanding an underlying layer of white supremacy that defines access to and shapes the civil and political rights of people of color.
- *The Disposable “Essential” Workers of COVID-19*, 66:1 BOSTON COLL. L. REV. (forthcoming January 2025). This Article identifies factors that explain the discordant treatment of low-wage workers of color in the United States throughout and after the COVID-19 pandemic. Discussing how

the most recent global pandemic intensified existing inequalities in employment, this Article explores the lasting health and economic effects that continue to impact low-wage workers in essential industries. It also offers policy and legislative interventions to narrow the structured inequalities in employment, particularly considering impending global pandemics that will likely impact such workers in essential industries.

- *Generational Illegality* (work in progress). This Article reorients legal discourse by expanding the concept of “immigrant illegality” and theorizing *generational illegality* into the legal canon. Specifically, its main contribution is concretizing the racial harms of mixed-status families of color by the immigration enforcement system. *Generational illegality* conceptualizes how deportable generational wealth, intergenerational trauma, political disempowerment, and criminalization through constructed illegality structurally delimit the equitable integration of such families.
- *Misregulating Borders and Gendering Bodies* (work in progress). This Article argues that asylum and employment anti-discrimination laws operate under a gender binary, contributing to the suppression of gender-expansive and non-conforming people. It also investigates how gender and LGBTQIA+ migrants access and navigate gender-based asylum and employment discrimination claims. This Article then proposes that such administrative and legal processes adopt an intersectional framework to provide adequate remedies to the multiple vulnerabilities that undocumented transgender Latinas experience when seeking asylum relief and discrimination suits.
- *(E)racing the Vote: Race, “Illegality,” and the Myth of Voter Fraud* (work in progress). The political rights of U.S. citizens of color have been threatened since the 2016 election, premised on claims of non-citizen voter fraud. Considering the staggering legislation introduced across the country since then, this Article analyses recent Supreme Court opinions surrounding the Voting Rights Act of 1965 and codes state-by-state legislative efforts claiming to tackle voter fraud. Building on my concept of citizenship, this Article discusses how race and immigration status inform these legislative efforts, focusing on the potential voter suppression of Black voters premised on the racialized construction of Latinxs as “illegal” voters.

### Policy Pieces

- *Advancing a Living Wage and Human Rights for Restaurant Workers in the United States*, 2016 CLEARINGHOUSE REV. 1 (2016) (with Saru Jayaraman). This advocacy piece makes a case for eliminating the subminimum wage to close the gender and racial pay gaps and help alleviate wage inequities in low-wage-tipped sectors of the economy.
- *Working Below the Line: How the Subminimum Wage for Tipped Workers Violates International Human Rights Standards* (Laurel Fletcher, et al., eds., 2015) (with Suzanne Dershowitz & Kathleen Tang). This policy report analyzes international human rights standards concerning the subminimum-wage-tipped structure in the United States. This report investigates federal and state laws that maintain this wage structure and enable restaurant-industry employment wages that violate fundamental human rights protections for tipped workers. Furthermore, this analysis indicates significant human rights deprivations and the need for new laws and policies.

### INVITED CONFERENCE & SCHOLARLY PRESENTATIONS

Misregulating Borders & Gendering Bodies, Invited Virtual Presentation at the Association of American

Law Schools (AALS) Section on Employment Discrimination (*forthcoming*, Aug. 1, 2024).

The Disposable “Essential” Workers of COVID-19, Presentation at the Third Annual Michael A. Olivas Writing Institute, University of California, Davis School of Law (June 20-21, 2024).

Generational Illegality, Presentation at the Summer 2024 Latina Law Scholars Virtual Workshop Series (June 11, 2024).

Critical Citizenship Studies, Roundtable Discussant at the Law & Society Association (June 6-9, 2024).

Misregulating Borders & Gendering Bodies, Presentation at the 2024 Immigration Law Teachers & Scholars Workshop, University of Minnesota Law School (May 29-31, 2024).

Generational Illegality, Presentation at the 2024 Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, University of California, Berkeley School of Law (May 21-22, 2024).

HIROSHI MOTOMURA’S BORDERS AND BELONGING, Workshop Participant at the Temple University James E. Beasley School of Law (Feb. 2, 2024).

Citizenism: Racialized Discrimination by Design, Invited Speaker at the Faculty Colloquium, Rutgers Law School (Jan. 31, 2023).

Differential Citizenship: How Abortion Bans Impact Latinas, Moderator at the Latina Futures: Transforming the Nation Through Law & Policy Symposium, hosted by Chicanx-Latinx UCLA Law Review, University of California, Los Angeles School of Law (Jan. 19, 2024).

Critical Mobilizations, Plenary Speaker at the Western People of Color Legal Scholarship Conference and the Conference of Asian Pacific American Law Faculty, Loyola Marymount University Los Angeles (June 25-27, 2023).

Misregulating Borders & Gendering Bodies, Presentation at the Western People of Color Legal Scholarship Conference and the Conference of Asian Pacific American Law Faculty, Loyola Marymount University Los Angeles (June 25-27, 2023).

Misregulating Borders & Gendering Bodies, Presentation at the 2023 Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, Stanford Law School (May 29-30, 2023).

Exploring the Impacts of COVID-19 on Migrant Workers, Panelist at Wisconsin International Law Journal’s Symposium (Apr. 13-14, 2023).

Sexual Migrations: Misregulating Borders and Gendering Bodies, Invited Speaker at the Race, Sexuality & the Law Seminar, University of California, Berkeley School of Law (Mar. 21, 2023).

Citizenism: Racialized Discrimination by Design, Invited Speaker at the 2023 Advanced Critical Race Theory Workshop, University of California, Los Angeles School of Law (Mar. 17, 2023).

Sexual Migrations: Situating TransLatinas Within U.S. Law, Presentation at the New York University

School of Law during the Clinical Law Review (CLR) Writers' Workshop (Oct. 8-9, 2022).

From Crossing the Border to Leading the Classroom: Muxerista Pedagogy of Transformation, Panelist at the Loyola University Chicago School of Law during the Society of American Law Teachers (SALT) Conference (Oct. 13-14, 2022).

Race & Immigration, Presentation at the 2022 Beyond Resistance: Rebuilding Communities & the Future of Immigration Law, Immigration Law Teachers & Scholars Workshop, Loyola Marymount University Loyola Law School (June 5-7, 2022).

Citizenism: Racialized Discrimination by Design, Presentation at the 2022 Inaugural Graciela Olivárez Latinas in the Legal Academy ("GO LILA") Workshop, Stanford Law School (June 24, 2022).

Voices of Color Against the Second Redemption, Panelist for the Section on Minority Groups Works-in-Progress Panel at the Association of American Law Schools Annual Meeting, Freedom, Equality, and the Common Good (Jan. 5-9, 2022).

Citizenism: Racialized Discrimination by Design, Speaker at the Aoki Center for Critical Race and Nation Studies, University of California, Davis, School of Law (Oct. 14, 2021).

Citizenism: Racialized Discrimination by Design, Speaker at the Race & Law Colloquium at the Loyola Marymount University Loyola Law School (July 8, 2021).

Graduate Student & Early Career Workshop, Presentation at the Law & Society Association (May 26, 2021).

Online Junior Scholar Workshop, Presentation at the ClassCrits 2020 – 2021 Workshop Series (Jan. 22, 2021).

Racial Disparities of COVID-19, Panelist at the University of Detroit Mercy Law Review Symposium, Pandemic: From Disparity to Equity (Mar. 5, 2021).

Racial Health Disparities: Economic Injustice as an Underlying Health Condition of COVID, Panelist at the University of California College of the Law, San Francisco (Oct. 14, 2020).

## **INSTITUTIONAL & PROFESSIONAL SERVICE**

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Presenter, Latinxs & the Law, Minimum Continuing Legal Education (MCLE) Training, City Attorney of San Francisco (Mar. 6, 2024).

Planning Committee Member, Graciela Olivárez Latinas in the Legal Academy ("GO LILA") Workshop (2022-2024).

Administrative Committee Member, Temple University, James E. Beasley School of Law (2023-2024).

Curriculum Committee Member, Temple University, James E. Beasley School of Law (2022-2023).

Co-Direct, Social Justice Lawyering Clinic Project, Temple University, James E. Beasley School of Law, Stephen and Sandra Sheller Center for Social Justice (2022-2024).

Panelist, Legal Careers Panel: Latinx Law Professor, LatinoJustice (Mar. 15, 2023).

## **PROFESSIONAL EXPERIENCE**

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**United For Respect (c4) and United For Respect Education Fund (c3)** Las Vegas, NV  
*Managing Director* 2019 – 2020

National organization that advances corporate and public policy changes to benefit working people. Responsible for the organization's legal risk management, supervised directors across teams (with over sixty-five staff members), spearheaded a five-year strategic planning process, directed the annual budgeting process (\$6.5 million), and led bargaining negotiations with unit staff.

**Restaurant Opportunities Centers United (ROC United)** Las Vegas, NV  
*Chief of Staff* 2015 – 2019

Leading national organization advocating on behalf of non-unionized low-wage restaurant workers. Responsible for organizational-wide restructuring, implementation of Board-identified strategies, staff management (of over fifty staff members), the successful launch of a legal and organizing program, and team building to facilitate institutional alignment across departments and twelve local chapters.

**The Harry Pregerson Professor of Law, Devon Carbado** Berkeley, CA  
*Research Assistant* Spring 2016

Provided research assistance for several articles, including substantial sections of *Blue-on-Black Violence: A Provisional Model of Some of the Causes* (104 GEORGETOWN L. J. 1479 (2016)).

**U.S. District Court, District of Maryland** Greenbelt, MD  
*Judicial Extern to The Honorable Charles B. Day* Summer 2015

Conducted research, prepared memoranda, and debriefed issues before the Court for judicial opinions.

**Contra Costa Office of the Public Defender** Martinez, CA  
*Law Clerk* Summer 2014

Researched and drafted various criminal defense motions to help represent low-income clients.

**Sage Consulting Firm** CA, FL, GA, TN, and TX  
*Organizational Management Consultant* 2011 – 2013

National strategy, management, and public policy consultant and lobbyist for several public interest organizations at the California State Legislature.

**Ella Baker Center for Human Rights** Oakland, CA  
*Policy Director, Green-Collar Jobs Campaign* 2009 – 2011

Statewide criminal justice and economic equity organization anchored in advancing racial justice. Directed the statewide strategy to develop career-building initiatives for low-wage workers facing barriers to employment. Successfully advocated for enacting the California Climate Change Community Benefits Fund (S.B. 535, 2009-2010 Leg., Reg. Sess. (Ca. 2010)), a multi-million-dollar annual fund created to invest in the state's most polluted and impoverished communities.

**The Greenlining Institute**  
***Sustainable Development Fellow***

Berkeley, CA  
2008 – 2009

A policy, research, organizing, and leadership institute furthering intersectional justice. Advanced racial, climate, and economic justice public policy initiatives to benefit the state's most vulnerable communities.

**United Coalition for Immigrant Rights**  
***Founder & President***

Las Vegas, NV  
2006 – 2008

Statewide coalition and advocacy network promoting the rights of undocumented immigrants in Nevada. Spearheaded the most significant grassroots mobilization in Nevada that shut down the Las Vegas Strip with over 80,000 people and successfully stopped the passage of the Border Protection, Anti-Terrorism, and Illegal Immigration Control Act of 2005 (H.R. 4437, 109th Cong. (2005)).

**SELECTED FELLOWSHIPS & DISTINCTIONS**

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3L Diversity Public Interest Scholarship, California Bar Foundation (2016).

Cruz Reynoso Judicial Externship Fellowship, La Raza Law Students Association, University of California, Berkeley School of Law (2015).

International Human Rights Law Clinic Fellowship, University of California, Berkeley School of Law (2015).

Herma Hill Kay Fellowship, Boalt Hall Women's Association, University of California, Berkeley School of Law (2014).

California Bar Foundation Diversity Scholarship, Orrick, Herrington & Sutcliffe (2013).

Diversity Scholarship, Farella Braun + Martel LLP (2013).

Social Justice Phoenix Fellowship, Berkeley Law Foundation (2013).

Outstanding Graduating Senior, University of Nevada, Las Vegas (2011).

Law Fellowship, University of California, Los Angeles School of Law (2008).

Public Policy and International Relations (PPIA) Fellowship, University of California, Berkeley (2007).

Regent's Scholar, University and Community College System of Nevada (2004).

**BAR ADMISSION**

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Nevada

**LANGUAGE SKILLS**

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Spanish (fluent, written, and oral)