

# E. RANGEL-MEDINA

C.V. FEBRUARY 2025

## ACADEMIC EXPERIENCE

### **Temple University James E. Beasley School of Law, 2022–present**

*Assistant Professor of Law*

Current Courses: Criminal Procedure, Employment Discrimination, Latinxs & the Law, Citizenism: Race & Immigration Law, and Social Justice Lawyering Clinic.

Service: Latinx American Law Student Association (LALSA), *Faculty Co-Advisor*

### **University of California College of the Law, San Francisco, 2020–2022**

*Visiting Assistant Professor, Center for Racial and Economic Justice*

Courses Taught: Criminal Procedure, Citizenism: Race & Immigration Law, and Latinxs & the Law

## EDUCATION

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

Journal: Berkeley Journal of Employment and Labor Law, *Associate Editor*

Awards: American Jurisprudence Award for Race, Sexuality & the Law Seminar (first in class)

President's Public Interest Law Fellowship, University of California Office of the President

Francine Marie Diaz Social Justice Memorial Award

Positions: The Harry Pregerson Professor of Law, Devon Carbado, *Research Assistant*  
Coalition for Diversity & Inclusion, *Co-Chair*

Building Latinx Pipelines Mentorship Program, La Raza Law Students Association, *Co-Founder*

### **University of Nevada, Las Vegas, *Bachelor of Arts, magna cum laude with Departmental Honors*, December 2011**

Majors: Political Science: Public Policy, English Literature, and Women's Studies

Positions: Alliance of Student Organizations of Color, *Founder & Co-Chair*  
Consolidated Students of UNLV, *College of Liberal Arts Senator*

### **Community College of Southern Nevada, *Associate of Arts, English with High Honors*, May 2004**

Awards: University and Community College System of Nevada, *2024 Regent's Scholar*

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

## BAR ADMISSION

Nevada 2020

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## ACADEMIC PUBLICATIONS

### Articles:

*The Disposable “Essential” Workers of COVID-19*, 66:1 BOSTON COLLEGE LAW REVIEW 69 (2025). This Article demonstrates how race, gender, and citizenship shape the employment and life outcomes of essential workers who sustained the economy throughout the COVID-19 pandemic. Building on a health justice framework, it addresses a gap in legal scholarship by identifying six employment-related factors that compound systemic inequalities. By profiling COVID-19-related wrongful deaths and discrimination suits involving low-wage workers, it also analyzes the effectiveness of available legal remedies. Amid immense human loss, there are clear lessons in changing labor and employment structures to protect, rather than dispose of, essential workers facing magnified and compounded inequalities. Thus, this Article proposes adopting employment equity principles to tackle intersectional disparities in the workplace.

*Citizenism: Racialized Discrimination by Design*, 104 BOSTON UNIVERSITY LAW REVIEW 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, including citizens of color.

### Chapter:

*Misregulating Borders and Gendering Bodies: TransLatinxs Asylum Seekers*, in HANDBOOK ON THE POLITICS OF ASYLUM (DeGruyter-Brill ed., *forthcoming* 2025). This chapter argues that asylum 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 claims. This chapter then proposes that such processes adopt an intersectional framework to provide adequate relief to the multiple vulnerabilities that undocumented TransLatinas experience.

## WORKS IN PROGRESS

*Multigenerational Illegality: Transforming from Indigenous Peoples to “Illegal” Beings*. This Article integrates the concept of *multigenerational illegality* into the canon. *Multigenerational illegality* arises from citizenism and explains how mixed-status families of color are branded as “illegal” and systematically denied the opportunity to obtain immigration status or U.S. citizenship, thereby becoming structurally marginalized across generations. This Article combines conceptual analysis with personal narratives to

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make three contributions to the literature: First, it defines *multigenerational illegality*, highlighting how the U.S. immigration law and enforcement system harm mixed-status Indigenous, Black, and families of color over generations. Second, it presents a typology of intergenerational trauma caused by this system, which can generally be extrapolated to address structural subordination. Third, it theorizes *sacrificios* [sacrifices], the often-invisible acts of survival that traverse impacted families as they resist intersecting systems of subordination. This Article then explores pathways for democratic belonging that focus on advancing multigenerational inclusion.

*Citizenism 2.0: The Re-Making of a White Nation.* This Article examines governance at the onset of the second Trump administration and its efforts to reinforce structural racism through legal and illegal citizenist strategies. It argues that the attempt to restrict birthright citizenship for children born on U.S. soil aims to regulate and whiten the nation's population racially. In this context, the Article explores administrative actions and ongoing litigation designed to exclude people of color, explicitly targeting Black and Indigenous Latinxs. It discusses the detrimental effects on Latinx families and communities of color caused by unreasonable immigration raids that infringe upon the Fourth Amendment.

(E) *Erasing the Vote: Race, "Illegality," and the Myth of Voter Fraud.* Access to the right to vote for U.S. citizens of color has been diminishing since the 2016 election due to largely unsubstantiated allegations of non-citizen voter fraud. In light of the substantial legislation introduced nationwide since then, this article examines recent Supreme Court opinions regarding the Voting Rights Act of 1965 and catalogs legislative efforts on a state-by-state basis to address voter fraud. Building on the concept of citizenism, this Article explores how race and immigration status impact these legislative actions, emphasizing the potential voter suppression of Black voters arising from the racialized portrayal of Latinx individuals as "fraudulent" voters.

### Policy Pieces:

*Advancing a Living Wage and Human Rights for Restaurant Workers in the United States*, in CLEARINGHOUSE REVIEW 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., (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.

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## SELECTED SERVICE

*Admissions Committee Member*, Temple University, James E. Beasley School of Law (2024–2025)

*Administrative Committee Member*, Temple University, James E. Beasley School of Law (2023–2025)

*Planning Committee Member*, Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop (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)

## PROFESSIONAL & LEGAL EMPLOYMENT

**United for Respect (UFR) & United for Respect Education Fund (UFREF)**, United States, 2019–2020  
*Managing Director*

**Restaurant Opportunities Centers United (ROC United)**, United States, 2016–2019  
*Chief of Staff*

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

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

**Sage Consulting Firm**, Sacramento, California, 2011–2013  
*Policy & Campaign Management Consultant*

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

**The Greenlining Institute**, Berkeley, California, 2008–2009  
*Sustainable Development Fellow*

**United Coalition for Immigrant Rights**, Las Vegas, Nevada, 2006–2008  
*Founder & President*

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## SELECTED PRESENTATIONS, WORKSHOPS & CONFERENCES

*Presenter*, Engineering Latinx Crimmigration, Crimmigration Works in Progress Conference, University of Oregon School of Law, *forthcoming April 2025*

*Panelist*, The Non-Race Neutral Citizenship Status, Bell Collective Symposium, Albany Law School, *forthcoming April 2025*

*Invited Speaker*, Multigenerational Illegality: Transforming from Indigenous People to “Illegal” Beings, Faculty Colloquium, Rutgers Law School, *forthcoming April 2025*

*Panelist*, Generational Illegality as Indigenous Legal Injury, New Voices in Citizenship, Democracy, and Indigeneity Workshop at the University of California, Berkeley, School of Law, November 2024

*Virtual Presenter*, Misregulating Borders & Gendering Bodies, Association of American Law Schools (AALS) Section on Employment Discrimination, August 2024

*Presenter*, The Disposable “Essential” Workers of COVID-19, Third Annual Michael A. Olivas Writing Institute, University of California, Davis School of Law, June 2024

*Presenter*, Generational Illegality, Summer 2024 Latina Law Scholars Virtual Workshop Series, June 2024

*Roundtable Discussant*, Critical Citizenship Studies, Law & Society Association, June 2024

*Presenter*, Misregulating Borders & Gendering Bodies, 2024 Immigration Law Teachers & Scholars Workshop, University of Minnesota Law School, May 2024

*Presenter*, Generational Illegality, 2024 Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, University of California, Berkeley School of Law, May 2024

*Workshop Participant*, Hiroshi Motomura’s Borders and Belonging, Temple University James E. Beasley School of Law, February 2024

*Invited Speaker*, Citizenism: Racialized Discrimination by Design, Faculty Colloquium, Rutgers Law School, January 2023

*Moderator*, Differential Citizenship: How Abortion Bans Impact Latinas, Latina Futures: Transforming the Nation Through Law & Policy Symposium, hosted by Chicax-Latinx UCLA Law Review, University of California, Los Angeles School of Law, January 2024

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*Plenary Speaker*, Critical Mobilizations, Western People of Color Legal Scholarship Conference and the Conference of Asian Pacific American Law Faculty, Loyola Marymount University Los Angeles, June 2023

*Presenter*, Misregulating Borders & Gendering Bodies, Western People of Color Legal Scholarship Conference and the Conference of Asian Pacific American Law Faculty, Loyola Marymount University Los Angeles, June 2023

*Presenter*, Misregulating Borders & Gendering Bodies, 2023 Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, Stanford Law School, May 2023

*Panelist*, Exploring the Impacts of COVID-19 on Migrant Workers, Wisconsin International Law Journal’s Symposium, April 2023

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

*Invited Speaker*, Sexual Migrations: Misregulating Borders and Gendering Bodies, Race, Sexuality & the Law Seminar, University of California, Berkeley School of Law, March 2023

*Invited Speaker*, Citizenism: Racialized Discrimination by Design, 2023 Advanced Critical Race Theory Workshop, University of California, Los Angeles School of Law, March 2023

*Presenter*, Sexual Migrations: Situating TransLatinas Within U.S. Law, New York University School of Law during the Clinical Law Review (CLR) Writers’ Workshop, October 2022

*Panelist*, From Crossing the Border to Leading the Classroom: Muxerista Pedagogy of Transformation, Loyola University Chicago School of Law during the Society of American Law Teachers (SALT) Conference, October 2022

*Presenter*, Race & Immigration, 2022 Beyond Resistance: Rebuilding Communities & the Future of Immigration Law, Immigration Law Teachers & Scholars Workshop, Loyola Marymount University Loyola Law School, June 2022

*Presenter*, Citizenism: Racialized Discrimination by Design, 2022 Inaugural Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, Stanford Law School, June 2022

*Panelist*, Voices of Color Against the Second Redemption, Section on Minority Groups Works-in-Progress Panel at the Association of American Law Schools Annual Meeting, Freedom, Equality, and the Common Good, January 2022

*Speaker*, Citizenism: Racialized Discrimination by Design, Aoki Center for Critical

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Race Nation Studies, University of California, Davis School of Law,  
October 2021

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

*Presenter*, Graduate Student & Early Career Workshop, Law & Society Association,  
May 2021

*Presenter*, Online Junior Scholar Workshop, ClassCrits 2020-2021 Workshop  
Series, January 2021

*Panelist*, Racial Disparities of COVID-19, University of Detroit Mercy Law Review  
Symposium, Pandemic: From Disparity to Equity, March 2021

*Panelist*, Racial Health Disparities: Economic Injustice as an Underlying Health  
Condition of COVID, University of California, College of the Law, San  
Francisco, October 2020

### OTHER AWARDS

2016 *Diversity Public Interest Scholarship*, California Bar Foundation

2015 *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

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

2013 *California Bar Foundation Diversity Scholarship*, Herrington & Sutcliffe

2013 *Diversity Scholarship*, Farella Braun + Martel LLP

2013 *Social Justice Phoenix Fellowship*, Berkeley Law Foundation

2008 *Law Fellowship*, University of California, Los Angeles School of Law

2007 *Public Policy and International Relations (PPLA) Fellowship*, University of  
California, Berkeley

### LANGUAGE SKILLS

Spanish (fluent, written, and oral)