

E. RANGEL-MEDINA

C.V. JUNE 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)
Presidential 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

Multigenerational Illegality: Transforming Indigenous Peoples to “Illegal” Beings, 16 UC IRVINE LAW REVIEW ____ (forthcoming 2026). This Article integrates the concept of *multigenerational illegality* into the canon, arising from citizenism, to explain how the system of immigration law and enforcement harms mixed-status Indigenous, Black, and families of color. Combining conceptual analysis with personal narrative, this work makes three contributions to literature. First, it defines *multigenerational illegality*, examining how these families are branded as “illegal” and systematically denied the opportunity to obtain immigration status or U.S. citizenship, thereby becoming marginalized across generations. Second, it demonstrates the legal injuries caused by the system of immigration law and enforcement across time and space upon mixed-status Indigenous, Black, and families of color. Third, it theorizes *sacrificios* [sacrifices], the often-invisible acts of survival that impact families as they resist and survive systems of subordination. This Article then imagines pathways for belonging, freedom of movement, and citizenship based on undocumented and Indigenous visions of liberation.

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, the Article 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 mobilizes and sustains 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 delimit the fundamental rights of citizens of color. Citizenism provides a new framework for understanding an underlying layer of white supremacy and defines the civil and political rights of people of color, including citizens of color.

Chapters & Essays

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

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gender-expansive and non-conforming people. It also investigates how gender and LGBTQIA+ migrants access and navigate gender-based asylum claims. The chapter then proposes that these processes adopt an intersectional framework to provide adequate relief to the multiple vulnerabilities faced by undocumented TransLatinxs.

WORKS IN PROGRESS

Citizenism 2.0: The Re-Making of a White Nation. This Article examines the Trump Administration and its white nationalist strategy to reinforce structural citizenism. It argues that the attempt to rewrite birthright citizenship for children of undocumented parents and parents with temporary immigration status aims to racially regulate and whiten the nation's citizen population. In this context, if Executive Order Number 14160 is deemed constitutional by the Supreme Court, it will almost exclusively impact children of color, who will likely remain stateless and racially subjugated across generations. This Article sheds light on the historical context and common law that preceded and surrounded the drafting of the 14th Amendment to demonstrate that the meaning of the "subject to the jurisdiction thereof" clause primarily intended to extend citizenship to formerly enslaved people, but it nonetheless did not categorically exclude birthright citizenship based on parental status. Then, this Article examines racialized case studies of restricting birthright citizenship in Japan for Korean families and in the Dominican Republic for Haitian families. It proposes that the United States should explore pathways of democratic belonging through the continuation of birthright citizenship for children regardless of their parent's status.

English Only or White Only: The Rise of White Nationalism. Building on the conceptual work of multigenerational illegality, this Essay examines the impacts and legal implications of the Trump administration's efforts to restrict language rights. It situates this analysis within the historical context of the "English Only" movement and traces efforts, dating back to the 18th Century, to establish English as the official language. This piece links this history to the emergence of white nationalism as a renewed wave of white supremacy that aims to suppress multilingual expression and the integration of mixed-status families of color.

(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 diminished since the 2016 election due to largely unsubstantiated allegations of non-citizen voter fraud. Considering 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 stemming from the racialized portrayal of Latinx individuals as "fraudulent" voters.

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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 presents a case for eliminating the subminimum wage to close the gender and racial pay gaps and help alleviate wage inequities in low-wage and 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 examines international human rights standards related to 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.

SELECTED INSTITUTIONAL & PUBLIC SERVICE

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 (2023-2025)

Strategic Advisor, Black Legal Action & Community Knowledge (BLACK) Initiative, The National Black Worker Center (2021-2025)

Advisory Board Member, Restaurant Opportunities Center-DC (2025)

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,

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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

SELECTED PRESENTATIONS, WORKSHOPS & CONFERENCES

Presenter, Citizenism 2.0: The Re-Making of a White Nation, 2025 Graciela Olivárez Latinas in the Legal Academy (“GO LILA”) Workshop, Boston University School of Law, *forthcoming July 2025*

Invited Speaker, How to Address the Weaponization of White Privilege and Understanding the Intersection of Race and Gender Privilege Webinar, Racial Justice Committee, California Employment Lawyers’ Association, *forthcoming July 2025*

Panelist & Presenter, (1) Encoding the Emotional Resilience of Migrant Communities into Transformative Academic & Movement Strategies of Liberation Panel and (2) Indigenous Futures, Transgressing Colonial Borders, Worker Resistance, and the Possibility of Justice Panel, and (3) Citizenism 2.0: The Re-Making of a White Nation (Work-In-Progress), Transformative Justice in a World on Fire, Western People of Color Legal Scholarship Conference and the Conference of Asian Pacific American Law Faculty, University of Hawai’i College of the Law, *forthcoming June 2025*

Presenter, Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings, Summer Faculty Workshop, Temple University James E. Beasley School of Law, *forthcoming June 2025*

Invited Speaker, Citizenism 2.0: The Re-Making of a White Nation, Institutional Decision-Making Class, Law and Public Policy Program, Temple University James E. Beasley School of Law, Washington, D.C., *forthcoming June 2025*

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Presenter, Citizenism 2.0: The Re-Making of a White Nation, Philadelphia-Area Law Junior Faculty Forum, Widger School of Law, Villanova University, *forthcoming June 2025*

Presenter, Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings, Fourth Annual Michael A. Olivas Writing Institute, Maurer School of Law, Indiana University Bloomington, *forthcoming June 2025*

Presenter, Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings, The South-North Exchange on Theory, Culture and Law & Latina & Latino Critical Legal Theory (LatCrit), Universidad Autónoma de la Ciudad de Mexico, *forthcoming June 2025*

Panelist, Global Reflections on Migration & Citizenship Panel, Law and Society Association Conference, Chicago, Illinois, May 2025

Presenter, (1) Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings (work-in-progress); (2) Citizenism 2.0: The Re-Making of a White Nation (Incubator); and (3) Misregulating Borders and Gendering Bodies (Incubator), 2025 Emerging Immigration Scholars Conference, The Ohio State University Moritz College of Law, May 2025

Presenter, Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings, Crimmigration Works in Progress Conference, University of Oregon School of Law, April 2025

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

Invited Speaker, Multigenerational Illegality: Transforming Indigenous People to “Illegal” Beings, Faculty Workshop, Rutgers (Newark) Law School, April 2025

Keynote Speaker, Meaningful Writing Experience Scholarship Awards Ceremony, College of Southern Nevada, April 2025

Panelist, Global Indigeneity Panel, Indigenous Rights in 2025: A Symposium on Current Legal Issues, Texas Journal on Civil Liberties & Civil Rights, University of Texas at Austin School of Law, March 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

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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, Denver, Colorado, June 2024

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

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

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, March 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

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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 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

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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)