

Evelyn Marcelina Rangel-Medina

University of California, Hastings College of the Law
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ACADEMIC POSITIONS

University of California, Hastings College of the Law San Francisco, CA
Visiting Assistant Professor, Center for Racial and Economic Justice 2020 – Present

Primary teaching interests include (indicates courses taught):*

- Criminal Law
- Criminal Procedure*
- Immigration Law
- Latinx & the Law*
- Race & Immigration Law*
- Employment Law

EDUCATION

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, 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

- *Citizenism: Racialized Discrimination by Design (job talk paper)*
The overlapping yet distinct relationship between race and citizenship has caused legal actors to underappreciate the nature of racial discrimination in the U.S. immigration system. This article introduces the concept of “*citizenism*,” which I define as state-enacted discrimination rooted in racial animus but presented as a race-neutral national security issue that consequently erodes the rights of U.S. citizens of color. The paper offers normative interventions that range from race-conscious policymaking to new constitutional interpretations of the Fifth and Fourteenth Amendments.
- *The Disposable “Essential” Workers of COVID-19*, 54 U. MICH. J. L. REFORM (*forthcoming*)
This paper discusses the racial, gender, and economic inequities that disproportionately impact low-wage “essential” workers and which the COVID-19 pandemic has magnified in the United States. It also makes race-conscious recommendations to address these structural inequities in labor and employment by increasing wages and raising labor standards in low-wage sectors.
- *(E)racing the Vote: Race, Status, and the Myth of Voter Fraud (work in progress)*
The political rights of U.S. citizens of color are under threat, premised on claims of alleged voter fraud. In light of the staggering legislation introduced across the country, this article examines recent Supreme Court holdings surrounding the Voting Rights Act of 1965, and how legislative

efforts claiming to tackle voter fraud actually disenfranchise low-income citizens of color. Building on my concept of *citizenism*, I discuss how race and status inform these legislative efforts, focusing on structural inequality in voting rights. I also evaluate measures advanced by civil rights advocates to prevent this growing disenfranchisement.

- *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 the case for eliminating the subminimum wage to close the gender pay gap 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 in connection with the United States' subminimum wage tipped structure. This report examines 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 points to significant human rights deprivations and the need for new laws and policies.

SCHOLARLY PRESENTATIONS

Selected Presenter, “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 (Jan. 5–9, 2022).

Invited Speaker, Aoki Center for Critical Race and Nation Studies, University of California, Davis, School of Law (Fall 2021).

Selected Presenter, Graduate Student & Early Career Workshop, Law & Society Association (May 26, 2021).

Selected Presenter, “Online Junior Scholar Workshop,” ClassCrits 2020 – 2021 Workshop Series (Jan. 22, 2021).

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

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

Panelist, “Protecting Vulnerable Workers, Addressing Issues of Intersectionality” at The Globalization of the #MeToo Movement Conference, University of California, Berkeley, School of Law (May 15, 2018).

PROFESSIONAL EXPERIENCE

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 more than sixty-five staff members), spearheaded a five-year strategic planning process, directed 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 2018 – 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 more than fifty staff members), the successful launch of a legal and organizing program, and teambuilding to facilitate institutional alignment across departments and twelve local chapters.
- Restaurant Opportunities Centers (ROC) of California** Berkeley, CA
Director 2016 – 2018
 Advanced statewide legislative advocacy campaigns, know-your-rights trainings, and career-building initiatives for low-wage workers of color. Appeared in Race Forward’s film *Confronting Racial Bias at Work: Challenges and Solutions for 21st Century Employment Discrimination* (<https://goo.gl/ueTVXx>).
- University of California, Berkeley, School of Law** Berkeley, CA
Research Assistant to Devon W. Carbado, Professor of Law 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)).
- United States 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 a wide range of criminal defense motions to help represent low-income clients.
- Sage Consulting Firm** Sacramento, CA
Organizational Management Consultant 2011 – 2013
 National strategy, management, and public policy consultant for several public interest organizations.
- 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 the enactment of 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** Berkeley, CA
Sustainable Development Fellow 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** Las Vegas, NV
Founder & President 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

- 3L Diversity Public Interest Scholarship, California Bar Foundation (2016)
- Cruz Reynoso Judicial Externship Fellowship, La Raza Law Students Association (2015)
- Herma Hill Kay Fellowship, Boalt Hall Women's Association (2014)
- California Bar Foundation Diversity Scholarship, Orrick, Herrington & Sutcliffe (2013)
- Social Justice Phoenix Fellowship, Berkeley Law Foundation (2013)

BAR ADMISSION

- Nevada

LANGUAGE SKILLS

- Spanish (fluent, written, and oral)