

# SHIRLEY LIN

Brooklyn Law School, 250 Joralemon Street, Brooklyn, NY 11201  
shirley.lin@brooklaw.edu | [ORCID](#) | [@ProfShirleyLin](#)

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## ACADEMIC APPOINTMENTS

**Brooklyn Law School**, Brooklyn, NY

*Associate Professor of Law*

7/2024–Present

*Assistant Professor of Law*

7/2022–6/2024

Courses: Employment Law & Discrimination (“Work Law”); Contracts; Critical Race Theory;  
Directed Research

**Elisabeth Haub School of Law at Pace University**, White Plains, NY

*Assistant Professor of Law*

6/2021–6/2022

**New York University School of Law**, New York, NY

*Acting Assistant Professor of Lawyering*

6/2018–5/2021

## CLERKSHIP

**The Honorable Denny Chin**, U.S. Court of Appeals for the Second Circuit

2010–2011

## PUBLICATIONS

*Disparate Impact Redux* (in progress).

*Law Beyond Liberalism* (in progress).

*Race-Conscious Data: The New Political Taxonomy* (in progress).

*Mass Accommodations: Signposts to a Hidden Jurisprudence*, 74 EMORY L.J. 313 (2024).

*Race, Solidarity, and Commerce: Work Law as Privatized Public Law*, 55 ARIZ. ST. L.J. 813 (2023) (lead article).

- Featured in *Lin Reconceptualizes Work Law*, WORKPLACE PROF BLOG (Jan. 31, 2024).

*Bargaining for Integration*, 96 N.Y.U. L. REV. 1826 (2021).

- Selected for AALS 2021 Annual Meeting Employment Discrimination & Labor Relations Sections New & Emerging Voices Panel.

*Dehumanization “Because of Sex”: The Multiaxial Approach to the Title VII Rights of Sexual Minorities*, 24 LEWIS & CLARK L. REV. 731 (2020) (lead article).

- Selected for AALS 2020 Annual Meeting New Voices in Sexual Orientation and Gender Identity Issues Panel.

*“And Ain’t I A Woman?”: Feminism, Immigrant Caregivers, and New Frontiers for Equality*, 39 HARV. J. L. & GENDER 67 (2016).

- Cited in KATHARINE T. BARTLETT, DEBORAH L. RHODE, JOANNA L. GROSSMAN & DEBORAH L. BRAKE, GENDER AND LAW: THEORY, DOCTRINE, COMMENTARY (2020 & 2016).

Note, *States of Resistance: The REAL ID Act and the Limits of Federal Deputization of State Agencies in the Regulation of Non-Citizens*, 12 N.Y.C. L. REV. 329 (2009).

### SHORTER WORKS & BOOK CHAPTERS

“Asian America: Coalitions and Narratives to Remake Law,” in *ASIAN AMERICAN LEGAL FEMINISMS* (with Lubaba Ahmed ’24) (*forthcoming*, invited).

Response to L. Carpenter, “*Strike with Pride*”: *Unionizing as an LGBTQ Rights Strategy*, 85 OHIO ST. L.J. \_\_\_ (with Richard Blum & Michael Nunn ’24) (*forthcoming* Fall 2025, invited).

RESIST/DEFEND/REIMAGINE PEDAGOGY: LEGAL EDUCATION AGAINST AUTHORITARIANISM (Shirley Lin & Meena Roldán Oberdick eds., 2024).

“Dehumanization Because of Sex,” in *GENDER JUSTICE AND THE LAW: THEORETICAL PRACTICES OF INTERSECTIONAL IDENTITY* (2020).

“LGBTQIA+ Discrimination,” in *EMPLOYMENT DISCRIMINATION: LAW AND LITIGATION* (Thomson West 2020) (with Ezra Cukor) (Thomson West 2019).

THE FAMILY AND MEDICAL LEAVE ACT (Bloomberg BNA 2d ed. 2017) (contributor).

### OTHER COMMENTARY

*Learning from Movements*, Forum Response to R. Chapman, *The Future of Neurodiversity*, BOSTON REV. (May 2024) (invited).

*Affirmative Action and the Supreme Court’s Alternate Racial Universe*, JURIST, June 26, 2023 (with Clara Williams ’23).

*What’s Actually at Stake in the SCOTUS Challenge to Race-Conscious Admissions*, IND. U. CTR. POSTSEC. RES. LAW SCH. SURVEY OF STU. ENGAGEMENT (LSSSE) BLOG, Sept. 27, 2022 (with Clara Williams ’23) (invited).

*The Uneasy Detente of Fulton v. City of Philadelphia*, HUM. RTS. AT HOME BLOG, June 18, 2021.

*The Law and Political Economy of Disability Accommodations*, LPE PROJ. BLOG, Apr. 5, 2021.

### EDUCATION

#### City University of New York School of Law

Juris Doctor, 2010

*Honors*: Haywood Burns Fellow in Civil Rights & Human Rights, 2007–2010 (*full-tuition*);

Managing Articles Editor, *New York City Law Review*, 2009–2010

Co-Organizer, Race & Privilege Working Group, 2009–2010

Co-Organizer, Women of Color Collective

Executive Board, Asian Pacific American Law Students Association, 2008–2009

#### Dartmouth College

Dual B.A., Spanish & Women’s Studies, 2002

*Honors*: *Cum laude*; 2002 Hannah T. Croasdale Award for Advancing Women’s Rights; Pan Asian Council Senior Leadership Award; Green Key Honor Society; Arthur J. Cohen ’37 Memorial Scholar; Dartmouth College Fund Scholar; Residential Life Distinguished Service Award.

Co-Founder & Organizer, Women of Color Collective; Founding Editor, *Main Street Magazine*

## SELECTED PRESENTATIONS

### *Race-Conscious Data: The New Political Taxonomy*

- Jul. 10, 2025, Society for the Advancement of Socio-Economics (SASE) 2025 Conference, *Elites and Experts: Power, Legitimacy, and Privilege*, Montreal.
- May 30, 2025, ComplianceNet 2025, Fordham Law School.
- May 22, 2025, Law and Society Association 2025 Annual Meeting.
- Mar. 1, 2025, Northeastern Junior Scholars Conference.
- Feb. 23, 2025, LPE NYC Junior Scholars Workshop, NYU School of Law.
- July 9, 2024, Brooklyn Law School Faculty Workshop.
- May 30, 2024, Privacy Law Scholars Conference, Georgetown Law School.
- May 23, 2024, University of Richmond School of Law Junior Faculty Forum.

### *Mass Accommodations: Signposts to a Hidden Jurisprudence*

- Apr. 8, 2025, *The ADA and the Law*, 4th Annual Symposium for Disability and Accessibility, Yale University.
- Nov. 11, 2024, Law & Inequality Colloquium, University of Virginia School of Law.
- Apr. 10, 2024, Brooklyn Law School Faculty Workshop.
- Feb. 10, 2024, ClassCrits XIV, *The History and Future of the Labor Union Movement*.
- July 19, 2023, Summer Writing Workshop, Brooklyn Law School.
- June 26, 2023, Works-In-Progress Workshop, AALS Disability Law Section.
- Oct. 21, 2022, Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School, *Rethinking Accommodations*.
- Mar. 25, 2022, Jacobus tenBroek Disability Law Symposium, Closing Plenary, *A Broader Role for the ADA in a Post-Pandemic World*.

### *Race, Solidarity, and Commerce: Work Law as Privatized Public Law*

- Feb. 9, 2024, ClassCrits XIV, *Race, Work, and Twenty-First Century Organizing*.
- Jan. 3, 2024, AALS 2024 Annual Meeting, Poverty Law Scholars Main Panel II.
- Oct. 15, 2023, LPE NYC Junior Scholars Workshop, NYU School of Law.
- Aug. 31, 2023, Drexel University Kline School of Law Faculty Workshop.
- June 2, 2023, *Public-Private Tensions & the Meaning of Work*, Law and Society Association 2023 Annual Meeting (chair & panelist).
- Mar. 14, 2023, UC Law SF Faculty Colloquium.
- July 28, 2022, Junior Faculty Workshop, Brooklyn Law School.
- July 9–11, 2022, Society for the Advancement of Socio-Economics (SASE), *The Constitutive Power of Law*, University of Amsterdam.
- Oct. 15, 2021, Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School, *Rethinking Work Law*.
- Oct. 8, 2021, LatCrit 2021, University of Denver Sturm College of Law, *Critical Jurisprudence*.

### *Bargaining for Integration*

- Jan. 5, 2022, AALS 2022 Annual Meeting, Section on Disability Law, *The Future of Accommodations*.

- Jan. 6, 2021, AALS 2021 Annual Meeting Employment Discrimination & Labor Relations Sections New & Emerging Voices Panel.
- Nov. 6, 2020, Loyola Constitutional Law Colloquium.
- Oct. 9, 2020, Colloquium on Scholarship in Employment and Labor Law, Louis D. Brandeis School of Law.
- July 29, 2020, AALS Employment Discrimination Virtual Workshop.
- May 31, 2020, Law and Society Association 2020 Annual Meeting.

**Work Law as Privatized Public Law Series** (convenor, moderator)

- *Disability Justice as Abolition*, Apr. 3, 2024, Brooklyn Law School (with Rohan Zhou-Lee, Jamelia Morgan & Liat Ben-Moshe).
- *On CRITICAL WAGE THEORY*, Nov. 16, 2022, Brooklyn Law School (with Ruben Garcia (UNLV), Bethany Khan and Gladis Blanco (Culinary Workers Union), Yanin Peña (Ain't I A Woman!?) & Christian Smalls (Amazon Labor Union)).

***Additional Workshops & Presentations***

*Reimagining Legal Pedagogy Through Coalition*, Law and Society Association 2025 Annual Meeting, May 25, 2025.

*Race, Space, and Displacement*, LPE NYC, The New School, Mar. 17, 2025.

*Critical Race Theory: Cultivating Courageous Pedagogies and Praxes to Protect Our Democracy*, AALS Annual Meeting, Jan. 10, 2025.

*Resist/Defend/Reimagine Pedagogy: Educating to Withstand Authoritarianism*, Critical (Legal) Collective, Critical Education Committee, Nov. 20, 2024 (co-convenor & moderator).

“Decolonial Feminisms: Asian American Coalitions and Narratives to Remake Law,” Asian American Legal Feminisms Workshop, Rutgers Law School, Oct. 18, 2024.

Keynote, *The Path to Racial Equity: The Question of Affirmative Action*, Franklin H. Williams Judicial Commission, May 29, 2024.

*Race and Social Reproduction by Law*, Inaugural Spring Student Symposium, Brooklyn Law and Political Economy Collective, Apr. 19, 2024 (commentator).

Plenary, *Bargaining for the Common Good in Unionized Higher Ed*, Critical (Legal) Collective Inaugural Convening, Duke Law School, Nov. 10, 2023 (moderator).

Plenary, *Shared Governance in DEI*, AAPI/MENA Women in the Legal Academy Workshop, CUNY Law School, Oct. 20, 2023.

Opening Plenary, *LatCrit Anti-Subordination Response To The Supreme Court's Subordinating Term*, LatCrit 2023 Conference, Oct. 6, 2023.

*Criticality, Pedagogy, and the Legitimacy of “Law” Workshop*, Critical (Legal) Collective, Aug. 10, 2023 (national workshop co-convenor & moderator).

*Town Hall: The Affirmative Action Cases*, Brooklyn Law School, Jul. 10, 2023 (panelist).

*The Right to Teach/The Right to Learn: Protecting Academic Workers in the Post-Neoliberal Culture Wars*, Labor Research Action Network, June 8, 2023, Georgetown University Kalmanovitz Initiative for Labor and the Working Poor (panelist).

SIX FACES OF GLOBALIZATION, Mar. 27, 2023, Block Center, Brooklyn Law School (book commentator).

*Being Seen in Dialogues for Diversity: A Discussion on Intersectional Feminism in the Legal Profession*, Oct. 12, 2022, New York City Bar Association (invited panelist).

*CRT: Racial Triangulation and Asian Americans*, Apr. 26, 2022, Elisabeth Haub School of Law (co-convenor).

*Labor and the Environment – Envisioning a Green New Deal*, Apr. 1, 2022, Pace Environmental Law Review Symposium (moderator).

*Critical Race Theory, Anti-AAPI Violence and Discrimination*, Social Justice Week, Oct. 27, 2021, Elisabeth Haub School of Law.

“Teaching Race,” Sept. 22, 2021, Faculty Development Workshop, Elisabeth Haub School of Law (workshop lead).

*The Intersection of Racism, Gender, LGBTQIA+ and the Law*, Apr. 6, 2021, NYU School of Law American Constitution Society.

*The Supreme Court Decisions on Sexual Orientation and Transgender Discrimination*, July 28, 2020, New York City Bar Association.

*Feminist Legal Theory Summer Series Workshop*, July 8, 2020, U.S. Feminist Judgments Project (moderator).

*Dehumanization “Because of Sex”*

- Jan. 3, 2020, AALS Annual Meeting, New Voices in Sexual Orientation and Gender Identity Issues (Washington, D.C.) (invited).
- Oct. 11, 2019, Colloquium on Scholarship in Employment and Labor Law (Las Vegas, NV).
- May 31, 2019, Law and Society Association 2019 Annual Meeting (Washington, D.C.).
- Mar. 23, 2019, 4th Annual National People of Color Legal Scholarship Conference, American University Washington College of Law.
- Mar. 2, 2019, 21st Annual Women’s History Conference, *The Struggle Continues: Intersectional Activism in the Age of Gender Based Violence & Authoritarian Oppression*, Sarah Lawrence College.
- Jan. 24, 2019, Lawyering Scholarship Colloquium, NYU School of Law.

“*And Ain’t I A Woman?*”: *Feminism, Immigrant Caregivers, and New Frontiers for Equality*

- Nov. 16, 2015, Author Talk, Harvard Law School.
- March 6, 2016, Feminism at Work Conference, University of Baltimore Law School Center for Applied Feminism.

*Gender & LGBTQ+ Discrimination at the Supreme Court*, Oct. 17, 2019, NYU School of Law, OUTLaw, American Constitutional Society & Supreme Court Forum (moderator).

*Bringing Our Full Selves to Work*, April 3, 2019, NYU School of Law, APALSA Policy Luncheon.

*#MeToo – Justice-Based Remedies for Sexual Harassment and Strategies for Legal Advocates*, June 15 & 18, 2018, CUNY School of Law Community Legal Resource Network.

*Valuing Your Case & Persuading Others That You Are Right*, June 23, 2017, National Employment Lawyers Association CLE, Annual Convention (San Antonio, TX).

*Arguing Discovery Motions While Considering the Consequences at Trial*, March 23, 2017, ABA Labor & Employment Law Section Employment Rights and Responsibilities Committee Midwinter Meeting (Puerto Vallarta, Mexico).

*Gender Pay Disparities: Enforcement, Litigation and Remedies*, May 15, 2015, National Employment Lawyers Association–NY Spring Conference (moderator).

*Addressing the Hurdles to Family-Friendly Work Environments: Pregnancy Discrimination*, May 1, 2015, NYCLA Women in Law.

*Stonewalling: Uncivil Civil Wars*, March 27, 2015, ABA Section of Labor & Employment Law Ethics Committee Midwinter Meeting (Naples, FL).

*Using Gender Stereotyping Evidence to Support Gender Discrimination Claims on Behalf of LBGT Clients*, June 19, 2014, National Employment Lawyers Association–NY (New York, NY).

*The Real Cost of Human Trafficking: How U.S. Immigration Law and the TVPRA Can Help*, Nov. 3, 2012, ABA Annual Labor & Employment Law Section Conference (Atlanta, GA).

*Race and Privilege in Lawyering Workshop: Mobilizing Students to Engage and Lead Change*, May 8, 2010, AALS Conference on Clinical Legal Education (Baltimore, MD).

## SELECTED MEDIA APPEARANCES

BBC, N.Y. TIMES, Bloomberg, BNA WORKPLACE LAW REPORT, N.Y.L.J., BOSTON GLOBE, N.Y. DAILY NEWS, NEWSDAY, EL DIARIO/LA PRENSA, NY1, NY1 Noticias, SCOTUSBLOG

- *Reworking Remote*, YES! MAGAZINE, May 23, 2024.
- *The ‘Vibecession’ Driving Holiday Mass Layoffs*, BBC, Dec. 23, 2023.
- *Prior Sex Work Haunts Employees Returning to Traditional Jobs*, Bloomberg Law, May 25, 2022.
- *Long-Haul COVID Discrimination Emerges as Workplace Legal Risk*, Bloomberg Law, Aug. 2, 2021.
- *Pandemic, Racial Protests Driving New Wave of Pay Equity Bills*, Bloomberg Law, Feb. 16, 2021.
- *EEOC Kroger Suit Shows Rift at Border of Religious Rights, Bias*, Bloomberg Law, Dec. 2, 2020.

## EXPERIENCE

**Outten & Golden LLP**, New York, NY 2013–2018

*Senior Associate* – Counseled and represented clients in all aspects of labor and employment law, including race, religion, gender, LGBTQIA+, disability, and national origin discrimination, FMLA, FLSA, NLRA, whistleblower, § 1983, contracts, and tort claims. Conducted all phases of litigation including investigation, motion practice, managing discovery, court conferences and mediations, preparation and examination of witnesses, and settlement negotiations. *Pro bono* co-counsel in impact litigation with the Transgender Legal Defense & Education Fund, Legal Aid Society, and A Better Balance.

**Asian American Legal Defense & Education Fund**, New York, NY 2011–2013

*Staff Attorney & Skadden Fellow* – Represented immigrant and low-wage workers in wage-and-hour, labor trafficking, retaliation, and discrimination claims in state and federal court and before

administrative agencies. Co-counsel in civil anti-trafficking and FLSA collective action in *David v. Signal International, LLC* and counsel to plaintiffs-intervenors in *E.E.O.C. v. Signal International, LLC* (E.D. La.). Successfully represented survivors of labor trafficking in T-visa and green card applications before USCIS. Expanded community-legal collaborations with workers' centers, including coauthoring New York State legislation to combat wage theft (the "SWEAT Bill").

**Main Street Legal Services Immigrant & Refugee Rights Clinic,** 2009–2010  
CUNY School of Law, Flushing, NY

*Clinical Intern* – Represented two non-citizen habeas petitioners imprisoned at Guantánamo Bay, Cuba and Bagram Airfield, Afghanistan in appeals before the D.C. Circuit. Provided limited representation to individuals profiled by FBI, law enforcement, and private actors. Developed months-long holistic training in Spanish to support domestic violence survivors.

**Center for Constitutional Rights,** New York, NY Spring 2010  
*Legal Intern, Racial Justice Program & Immigration Docket*

**Center for Reproductive Rights,** New York, NY Summer 2009  
*Legal Intern, U.S. Legal Program*

**The Honorable Denny Chin,** U.S. District Court, S.D.N.Y. Spring 2009  
*Judicial Intern*

**Make the Road New York,** Jackson Heights & Brooklyn, NY Summer 2008  
*Legal Intern*

**Mississippi Workers' Center for Human Rights,** Greenville & Jackson, MS Jan. 2008  
*Legal Intern*

**Asian American Legal Defense & Education Fund,** New York, NY 2005–2007  
*Communications Director*

**New Immigrant Community Empowerment,** Jackson Heights, NY 2002–2005  
*Director of Community Organizing; Coordinator, Civic Participation Project; Volunteer Canvasser*

**Medicare Rights Center,** New York, NY 2002–2004  
*Communications Associate; Health Care Advocate; Volunteer Hotline Supervisor*

## SERVICE & LEADERSHIP

### Scholarship & Research

AALS Section on Labor Relations and Employment Law

Chair (2025–Present); Chair-Elect (2024–25); Secretary (2023–24)

Executive Board Member (2022–2023)

Member, Critical (Legal) Collective (2022–Present)

Coordinating Committee

Pedagogy & Curriculum Committee; CLC Critical Teaching Resources [Hub](#) (co-curator)

Law Review Referee: *Columbia Law Journal*; *Duke Law Journal*; *Yale Law Journal*

Law and Society Association

Law and Political Economy Collaborative Research Network (2024–25)

Member, Society for the Advancement of Socio-Economics (2022–Present)

### **Institutional Service**

Brooklyn Law School

Faculty Advisor, Women of Color Alliance (2023–Present)

Faculty Committees: Workshops (2023–24); Accommodations Committee (2022–23; Spring 2024; Spring 2025); Curriculum Committee (2022–23; Spring 2025)

Elisabeth Haub School of Law at Pace University

Professional Development Committee (2021–22)

Advisory Board, Sustainable Business Law Hub (2021–22)

Environmental Law Committee, Sustainable Business Initiative (2021–22)

NYU School of Law

Academic Careers Program Scholarship Clinic Commentator (2024)

Lawyering Curriculum Committees on Race, Bias, and Justice (2020–21); Interpreting Facts (2020–21); Oral Argument (2018–20)

Screening Committee, NYC Bar Diversity Fellowship (2019)

### **Professional & Community Service**

American Bar Association Labor & Employment Law Section (2011–18; 2021–22; 2024–Present)

Member, ABA L&EL Trial & Appellate Advocacy Subcommittee (2015–18)

Member, ABA L&EL Ethics Subcommittee (2014–15)

National Employment Lawyers' Association & NELA-NY (2013–Present)

NELA-NY Gender Discrimination Committee (2014–Present)

Asian American Bar Association of New York (AABANY)

Co-Chair, Academic Committee (2023–24)

New York City Bar Association

Member, Civil Rights Committee (2019–21; 2022–24)

Member, Council on the Profession Subcommittee on the Bar Exam (2022–23)

Member, Sex & Law Committee (2015–20)

Member, Professional Ethics Committee (2014–15)

Adhikaar for Human Rights & Social Justice

Board Member (2014–20); Board Secretary; Executive Director Search Committee

### **BAR ADMISSIONS**

New York; Southern District of New York; Eastern District of New York

### **LANGUAGES**

Spanish (legal representation level); Cantonese (conversant)