

# SHIRLEY LIN

Associate Professor of Law

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## ACADEMIC APPOINTMENTS

**Brooklyn Law School**, Brooklyn, NY

*Associate Professor of Law*

2024–Present

*Assistant Professor of Law*

2022–2024

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

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

*Assistant Professor of Law*

2021–2022

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

*Acting Assistant Professor, Lawyering*

2018–2021

## JUDICIAL CLERKSHIP

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

2010–2011

## PUBLICATIONS

LAW BEYOND LIBERALISM (in progress).

*Racial Capitalism: Legal Conventions, Predations, Interruptions* (in progress).

*Disparate Impact Redux* (in progress).

*Race-Conscious Data: The New Political Taxonomy*, 114 GEO. L.J. \_\_ (forthcoming 2026).

*Social Justice Unionism: Intersectionality in the Twenty-First Century Workplace*, 86 OHIO ST. L.J. Online 1 (2025)  
(with Michael Nunn '24) (invited response).

*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).

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

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

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

*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).

## Additional Publications

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

*Learning from Movements*, Response to *The Future of Neurodiversity*, BOSTON REV. (May 2024) (invited  
review of EMPIRE OF NORMALITY (2023)).

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

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

THE FAMILY AND MEDICAL LEAVE ACT (2017) (contributor).

### **Short Pieces & Op-Eds**

*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, Jun. 18, 2021.

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

### **EDUCATION**

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

J.D., 2010

*Honors:* Haywood Burns Fellow in Civil Rights & Human Rights (*full-tuition*)  
Managing Articles Editor, *New York City Law Review*

Co-Organizer, Race & Privilege Working Group, 2009–2010; Co-Organizer, Women of Color Collective, 2010; Executive Board, APALSA, 2008–2009

#### **Dartmouth College**

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

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

Founding Editor, MAIN STREET; Co-Founder & Organizer, Women of Color Collective

### **WORKSHOP PRESENTATIONS**

#### **“Disparate Impact Redux”**

Feb. 6, 2026, Association for Law & Political Economy, Richmond Law.

Feb. 25, 2026, Legal Theory Workshop, Maryland Law.

Sept. 19, 2025, Colloquium on Scholarship in Employment and Labor Law, Seton Hall Law.

#### **“Race-Conscious Data”**

Oct. 24, 2025, *Symposium, The Labor Movement & Civil Rights in the Modern Era*, Georgetown Law.

Sept. 13, 2025, American Political Science Association, Vancouver, Canada, *Issues in the Political Theory of Economic Equality and Democracy*.

Jul. 9, 2025, Society for the Advancement of Socio-Economics (SASE), *Reconceptualizing Stigmatized Identities and Marginalization*.

May 30, 2025, ComplianceNet 2025, Fordham Law, *Evolving World of Compliance* (chair).

May 22, 2025, Law and Society Association 2025 Annual Meeting, Chicago, *Race, Law, and Political Economy: Institutional Mechanisms of Racial Inequality*.  
Feb. 23, 2025, LPE NYC Junior Scholars Workshop, NYU Law.  
Jul. 9, 2024, Faculty Workshop, Brooklyn Law.  
May 30, 2024, Privacy Law Scholars Conference, Georgetown Law.  
May 23, 2024, Richmond Law Junior Faculty Forum.

“Mass Accommodations: Signposts to a Hidden Jurisprudence”

Apr. 8, 2025, Symposium for Disability and Accessibility, Yale University, *The ADA and the Law*.  
Nov. 11, 2024, Law & Inequality Colloquium, UVA Law.  
Apr. 10, 2024, Faculty Workshop, Brooklyn Law.  
Feb. 10, 2024, ClassCrits XIV, *The History and Future of the Labor Union Movement*.  
Jul. 19, 2023, Summer Writing Workshop, Brooklyn Law.  
Jun. 26, 2023, Works-In-Progress Workshop, AALS Disability Law Section.  
Oct. 21, 2022, Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law, *Rethinking Accommodations*.  
Mar. 25, 2022, Jacobus tenBroek Disability Law Symposium, 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 Law.  
Aug. 31, 2023, Faculty Workshop, Drexel Law.  
Jun. 2, 2023, Law and Society Association 2023 Annual Meeting (chair & panelist), *Public-Private Tensions & the Meaning of Work*.  
Mar. 14, 2023, Faculty Colloquium, UC Law SF.  
Jul. 28, 2022, Junior Faculty Workshop, Brooklyn Law.  
Jul. 9, 2022, Society for the Advancement of Socio-Economics, University of Amsterdam, *The Constitutive Power of Law*.  
Oct. 15, 2021, Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law, *Rethinking Work Law*.  
Oct. 8, 2021, LatCrit 2021, Denver 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 and Emerging Voices Panel.  
Nov. 6, 2020, Constitutional Law Colloquium, Loyola Law.  
Oct. 9, 2020, Colloquium on Scholarship in Employment and Labor Law, Louisville Law.  
Jul. 29, 2020, AALS Employment Discrimination Virtual Workshop.  
May 31, 2020, Law and Society Association 2020 Annual Meeting.

**Additional Presentations**

*Equity at Work? Gender Minoritized Parenthood and Benefits in Higher Education*, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, Mar.

22-23, 2026 (moderator).

*Labor and Democracy in Crisis*, AALS Annual Meeting, Labor Relations and Employment Law Section, Jan. 8, 2026 (convenor & moderator).

*Reimagining Legal Pedagogy Through Coalition*, Law and Society Association 2025 Annual Meeting, May 23, 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, 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).

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

*Disability Justice as Abolition*, Apr. 3, 2024, Brooklyn Law, with Jamelia Morgan (Northwestern Law), Liat Ben-Moshe (UIC) & Rohan Zhou-Lee (Blasian March).

*On CRITICAL WAGE THEORY*, Nov. 16, 2022, Brooklyn Law, with Ruben Garcia (UNLV Law), Bethany Khan and Gladis Blanco (Culinary Workers Union), Yanin Peña (Ain’t I A Woman!?) & Christian Smalls (Amazon Labor Union).

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

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

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 (co-convenor & moderator).

*Town Hall: The Affirmative Action Cases*, Brooklyn Law, 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, Kalmanovitz Initiative for Labor and the Working Poor, Georgetown University, Jun. 8, 2023.

THE SIX FACES OF GLOBALIZATION, Block Center for the Study of International Business Law, Brooklyn Law, Mar. 27, 2023 (commentator).

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

*CRT: Racial Triangulation and Asian Americans*, Pace Law, Apr. 26, 2022 (co-convenor).

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

*Critical Race Theory, Anti-AAPI Violence and Discrimination*, Social Justice Week, Pace Law, Oct. 27, 2021.

“Teaching Race,” Faculty Development Workshop, Pace Law, Sept. 22, 2021 (workshop lead).

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

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

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

*Dehumanization “Because of Sex”*

Jan. 3, 2020, AALS Annual Meeting, New Voices in Sexual Orientation and Gender Identity Issues, Washington, D.C.

Oct. 11, 2019, Colloquium on Scholarship in Employment and Labor Law, UNLV Law.

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.

Jan. 24, 2019, Lawyering Scholarship Colloquium, NYU Law.

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

Nov. 16, 2015, Author Talk, Harvard Law.

Mar. 6, 2016, Feminism at Work Conference, Center for Applied Feminism, Baltimore Law.

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

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

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

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

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

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

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

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

*Using Gender Stereotyping Evidence to Support Gender Discrimination Claims on Behalf of LGBT Clients*, National Employment Lawyers Association–NY, Jun. 19, 2014.

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

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

*Labor's Voices III Conference: Media for a New Workers' Movement*, Apr. 27, 2007 (New York, NY) (opening plenary moderator, planning committee).

*Immigrant Organizing and Coalition Building in New York and New Jersey After 9/11*, National Association for Asian American Studies Conference, Apr. 5, 2007 (New York, NY) (moderator).

### SELECT 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, SCOTUS BLOG

*They Called for Help. Instead, the Police Brought Harm.*, MOCHI MAGAZINE, Jun. 23, 2025.

*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 Transgender Legal Defense & Education Fund, A Better Balance, and the Legal Aid Society; counsel to *amici* NCLR (now National Center for LGBTQ Rights) et al.

**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 *EEOC v. Signal International, LLC* (E.D. La.). Successfully represented survivors of labor trafficking in T-visa, U-visa, and green card applications before USCIS. Expanded community-legal collaborations with workers' centers, including coauthored state anti-wage theft legislation (the "SWEAT Bill"). Honored with Adhikaar's Spring for Justice Award for community-legal partnership.

**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 1/2008  
*Legal Intern*

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

**New Immigrant Community Empowerment,** Jackson Heights, NY  
*Director of Community Organizing* 2004–2005  
*Canvasser & Coordinator, Civic Participation Project* 2002–2004

On behalf of award-winning multiracial organization, developed community-led legislative and political campaigns around comprehensive immigration reform, state driver's licenses for undocumented immigrants, and post-9/11 immigrants' rights initiatives. Developed and taught hybrid English and know-your-rights course for Spanish-speaking day laborers. Taught civics and leadership course to newcomer immigrant students at public middle school and high school. Developed program to provide assistance to low-wage workers pursuing wage claims in small claims court *pro se*.

## SERVICE & LEADERSHIP

### Scholarship & Research

AALS Section on Labor Relations and Employment Law  
Chair (2025–Present); Chair-Elect (2024–25); Secretary (2023–24)

Society for Disability Studies  
Board Member At-Large (2025–Present)

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

Law and Society Association  
Collaborative Research Networks: Labor; Law and Political Economy

Society for the Advancement of Socio-Economics

Critical Legal Collective

Co-Lead, Critical Education Committee; Critical Teaching Resources [Hub](#) (co-curator)

Coordinating Committee (2022–25)

### **Institutional Service**

Brooklyn Law School

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

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

Elisabeth Haub School of Law, Pace University

Faculty Committees: Professional Development/Workshops; Environmental Law; Sustainable Business Initiative (2021–22)

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

New York University School of Law

Lawyering Curriculum Committees: 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)

New York City Bar Association

Committees: Civil Rights (2019–21; 2022–24); Council on the Profession Subcommittee on the Bar Exam (2022–23); Sex & Law Committee (2015–20); Professional Ethics (2014–15)

Adhikaar for Human Rights & Social Justice

Board Member (2014–20); Board Secretary; Executive Director Search Committee; advised launch of state and national Healthy Nail Salons Coalitions

Asian American Bar Association of New York (AABANY)

Co-Chair, Academic Committee (2023–24)

Co-Editor, HUMAN RIGHTS AT HOME BLOG (2020–Present)

National Employment Lawyers' Association & NELA-NY

### **BAR ADMISSIONS**

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

### **LANGUAGES**

Spanish (legal representation level); Cantonese (conversant)