Stanford

Hoang Pham

Director, Education and Opportunity for the Racial Justice Center, Stanford Center for Racial Justice

Bio

BIO

Hoang Pham is the Director of Education and Opportunity at the Stanford Center for Racial Justice, where he leads research and policy initiatives on education inequality, antidiscrimination law, and economic mobility in an era of emerging technologies. His work has focused on collaborating with policymakers to elevate the voices of marginalized students in decision-making, examining how artificial intelligence is reshaping governance and an evolving antidiscrimination legal framework—including partnering with government institutions to develop fair AI policy, and analyzing higher education law and policy post-affirmative action. His research interests include the potential of participatory governance and deliberative democracy to build less polarized and more just communities, the role of education systems in preparing students for an uncertain future of work, and the capacity of antidiscrimination law to address racial inequality in an increasingly colorblind, technology-driven society. He has written on AI bias and antidiscrimination law, education law and policy, policing and the criminal legal system, and critical pedagogy in legal education.

Before joining Stanford Law School, Hoang clerked at the National Center for Youth Law and Public Advocates, where he supported K–12 and higher education civil rights litigation and worked on juvenile justice and education policy reform efforts before the California Legislature. An experienced qualitative researcher, he has studied the impact of school discipline legislation and marginalized student experiences with the California School Discipline Project and the Walk Out! Lab for Youth Justice. His co-authored report, Beyond Suspension Decline: Transforming School Discipline in California, received the 2024 American Educational Research Association Division L Outstanding Policy Report Award. Hoang is also a two-time national award-winning educator, spending six years teaching in South Los Angeles at one of the first U.S. elementary schools to adopt adaptive learning technology, then four years training teachers and school leaders nationwide as an education consultant with the Center for Culturally Responsive Teaching and Learning. In 2013, he was selected as an Urban Leaders Fellow and developed education policy for then-Colorado State Senator Mike Johnston.

Hoang received a B.S. from the University of Oregon in Political Science and Ethnic Studies, an M.A. in Urban Education from Loyola Marymount University, and a J.D. from the University of California, Davis School of Law, where he was a Martin Luther King, Jr. Public Interest Scholar. He is a member of the California Bar.

The rest of his waking hours are spent raising his two daughters with his wife, Brooklynn.

EDUCATION AND CERTIFICATIONS

- J.D., University of California, Davis School of Law (2021)
- M.A., Loyola Marymount University , Urban Education, Education Policy and Administration (2013)

- B.S., University of Oregon , Political Science, Ethnic Studies, Business Administration (2011)

LINKS

- https://linktr.ee/_hoangpham: https://linktr.ee/_hoangpham

Teaching

COURSES

2026-27

- Policy Practicum: Roses Talk: Youth Participatory Action Research for Policy Impact: LAW 809X (Aut, Win)
- Roses Talk: Youth Participatory Action Research for Policy Impact: EDUC 309X (Aut, Win)

2025-26

- Practicum on Racial Bias and the Law: PSYCH 188 (Aut)

2024-25

- Policy Practicum: Roses Talk: Elevating At-Promise Student Voices in San Jose Unified: EDUC 309X (Win, Spr)
- Policy Practicum: Roses Talk: Elevating At-Promise Student Voices in San Jose Unified: LAW 809X (Win, Spr)
- Practicum on Racial Bias and the Law: PSYCH 188 (Spr)

2023-24

- Policy Practicum: "What's Next? After Students for Fair Admissions": LAW 809D (Aut, Win, Spr)

Publications

PUBLICATIONS

- **Roses Talk San José Unified: Rethinking Education Policy Through At-Promise Student Voices**
  Pham, H., Annamma, S., Akinola, A., Anderson, C., Edelman, Z., Gilbert, E., Sarmiento, S.
  Stanford Center for Racial Justice.
  2026

- **Unpacking AI Bias and the Antidiscrimination Law Dilemma**
  Pham, H., Cha, H., Poole, R.
  Stanford Law Review Online.
  2026

- **An Agenda for America's Universities to Serve the Public Interest**
  Banks, R. R., Levine, E. J., Pham, H., Stevens, M. L., Sutton, D.
  Stanford Center for Racial Justice.
  2025

- **Racial Capitalism and Student Disposability in an Era of School Discipline Reform** *AMERICAN JOURNAL OF EDUCATION*
  Koon, D., Pham, H., Jordan, C., Chong, S., Haro, B. N., Harris, J. N., Huddlestun, D., Prim, J.
  2024

- **The California Racial Justice Act of 2020, Explained**
  Pham, H., Dehmani, A.
  Stanford Center for Racial Justice.
  2024

- **Private Universities in the Public Interest: Reimagining a Historic Relationship for Our Time**
  Banks, R. R., Levine, E. J., Olick Llano, E., Pham, H., Stevens, M. L., Sutton, D.
  Stanford Center for Racial Justice.

2024

- **How will AI Impact Racial Disparities in Education?**
  Pham, H., Kohli, T., Olick Llano, E., Nokuri, I., Weinstock, A.
  Stanford Center for Racial Justice.
  2024
- **Students for Fair Admissions v. Harvard FAQ: Navigating the Evolving Implications of the Court's Ruling**
  Pham, H., Nokuri, I., Dahir, F., Joseph, M.
  Stanford Center for Racial Justice.
  2023
- **What is the 'Reasonable Officer' Standard for Police Use of Force?**
  Pham, H.
  Stanford Center for Racial Justice.
  2022
- **Cultural Awareness, Relationships & More — Helping Teachers Deal With Discipline**
  Pham, H.
  The 74.
  2022
- **How Police Avoided Liability for Tasing a 17-Year-Old Girl Having a Seizure**
  Pham, H.
  Stanford Center for Racial Justice.
  2022
- **What We're Reading: Unreasonable — Black Lives, Police Power, and the Fourth Amendment**
  Pham, H.
  Stanford Center for Racial Justice.
  2022
- **Beyond Suspension Decline: Transforming School Discipline in California**
  Koon, D., Chong, S., Frampton, M., Winn, L., Jordan, C., Haro, B., Prim, J., Huddlestun, D., Pham, H., Harris, J.
  The California Endowment.
  2021
- **The Critical Case Brief: A Practical Approach to Integrating Critical Perspectives in the 1L Curriculum** *Integrating Doctrine and Diversity: Inclusion and Equity in the Law School Classroom*
  Pham, H.
  2021
- **We should not leave Black students out of any debate to reinvent schools**
  Pham, H.
  Hechinger Report.
  2021