

MILO PRIMEAUX, ESQ.

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Professional Experience

Law Office of Milo Primeaux, Esq., Dansville, NY **June 2018 – Present**

Solo Practitioner, Civil Rights Practice, LGBTQ+ Focus

Offers direct legal representation to LGBTQ+ and other historically marginalized people in New York State who experience discrimination in employment, housing, education, healthcare and health insurance, places of public accommodation, and access to credit. Provides sliding-scale name change assistance for transgender and non-binary individuals. Provides regular community enrichment and leadership development training opportunities to equip marginalized people with tools to exercise their rights.

Just Roots Consulting LLC, Dansville, NY **June 2018 – Present**

Founder / CEO

Provides wide range of consulting services to institutions, organizations, and individuals who seek to raise their bar of excellence regarding LGBTQ+ and other historically marginalized people, internally, externally, and in strategic planning. All services work to meet each client's unique needs and goals while centering and utilize critical anti-oppression principles and frameworks to ensure that all results actively work to dismantle longstanding systems of inequality and injustice that pervade all aspects of our society.

Empire Justice Center, Rochester, NY

LGBTQ Rights Attorney

Sept 2015 – May 2018

Directly represented low-income LGBTQ Upstate New Yorkers in state and federal administrative discrimination complaints, and 100+ transgender clients in name change proceedings. Increased access to name change services by training 400+ public interest and *pro bono* attorneys, and hosting name change legal clinics across Upstate New York. Educated attorneys, judges, and other professionals on LGBTQ cultural competency and pertinent legal issues. Published resources and frequently hosted community trainings to help LGBTQ New Yorkers exercise their rights on local, state, and federal levels. Lobbied state policy-makers to more effectively address legal, social, and economic inequities impacting low-income LGBTQ Upstate New Yorkers.

Whitman-Walker Health's Legal Services Program, Washington, DC

Equal Justice Works AmeriCorps Legal Fellow

Sept 2014 – Aug 2015

Reduced legal barriers to employment and healthcare access for 250+ local transgender individuals through name change assistance, securing accurate identity documents. Managed a dozen *pro se* Name & Gender Change Legal Clinics. Provided transgender cultural competency and best practices training to 400+ attorneys and social service providers in DC, MD, and VA.

Organization for Trans Health Empowerment Resources (OTHER), New York, NY

Founder, Director

Jan 2012 – Nov 2014

Educated 300+ legal, medical and social service providers and 500+ transgender community members on overcoming transgender-specific healthcare access barriers. Developed best practices and model policies for providers with transgender clients/patients. Designed innovative case management program to address urgent and ongoing needs of transgender community.

Community Service Society, New York, NY

Consumer Health Advocate, Certified Navigator

Aug 2013 – Aug 2014

Enforced New Yorkers' healthcare and health insurance rights through direct advocacy. Identified emerging issues in Marketplace implementation and changes in Medicaid managed care, and developed policy recommendations for the State to improve rollout. Advocated to remove categorical exclusions for transgender healthcare in private and Medicaid plans across NYS.

Legal Internships, Externships + Concentrations

CUNY School of Law Health Law Concentration, Long Island City, NY

Student Attorney

Sept 2012 – Dec 2012

Performed extensive interdisciplinary research and writing pertaining to patient rights under Affordable Care Act and ethical issues that arise with end-of-life medical decision-making. Prepared healthcare proxies, advance health directives, and living wills through client-centered framework. Participated in semester-long externship as a consumer health advocate.

Community Service Society, New York, NY

Student Attorney Externship as Consumer Health Advocate

Oct 2012 – April 2013

Enforced New Yorkers' healthcare and health insurance rights through creative direct advocacy and appealing insurance denials.

The Legal Aid Society, New York, NY

Legal Intern, Civil Division, Lower Manhattan Office

June – Aug 2012

Conducted research on systemic errors of computer matching systems utilized by welfare agencies resulting in unjust benefit loss.

Transgender Legal Defense and Education Fund, New York, NY

Legal Intern

June – August 2011

Researched strongest administrative and legal challenges to Medicare's long-standing categorical exclusion of trans-related care.

Education

City University of New York School of Law, Long Island City, NY

Juris Doctorate, May 2013

- CUNY Vice Chancellor's Excellence in Leadership Award 2011-2012
- Public Interest Law Association Fellow 2012
- UCLA School of Law Williams Institute Gleason/Kettel Fellow 2011
- Student Government President 2011 – 2012, Class Representative 2011 – 2013
- Research Assistant to Distinguished Professor Ruthann Robson 2011 – 2013
- Founder & Director of the CUNY Law Revue 2010 – 2013
- Director of CUNY Law's Starting-Up for Justice Day-Long Institute 2013

The Ohio State University, Columbus, Ohio
Bachelor of Arts in Philosophy, December 2008

- *Cum Laude* (3.58 GPA)
- Dean's List 2006-2008

Bar Admission

State Bar of New York

2015 – present

Professional Associations & Activities

Richard C. Failla LGBTQ Commission of NYS Courts , Commissioner	2018 – present
Out Alliance , Board of Directors	2017 – 2018
United Way of Greater Rochester Pride Leadership Program , Co-Chair	2017 – present
Monroe County Bar Association , LGBT Committee Chair	2015 – present
New York State Bar Association , Member	2015 – present
DC Transgender Employment Task Force , Founder, Facilitator	2015 – 2016
LGBT HealthLink: Network for Health Equity , Steering Committee	2014 – 2015
Health Care For All New York , LGBT Task Force	2013 – 2017
Sylvia Rivera Law Project , Collective Development Team	2012 – 2013
NYC Bar Association , LGBT Rights Committee	2011 – 2014
TransOhio , Board of Directors	2008 – 2010

Publications

- ***Know Your Rights: A Guide to Understanding Protections for Transgender and Gender-Nonconforming People Under the New York State Human Rights Law***, co-author Eòghann Renfroe, published December 2016 by Empire Justice Center, available online at https://empirejustice.org/resources_post/4630/.
- ***Pro Se Name & Gender Change Guide for Transgender Residents of Greater Monroe County, New York***, published September 2017 by Empire Justice Center, available online at https://empirejustice.org/resources_post/pro-se-name-gender-change-guide-for-transgender-residents-of-greater-monroe-county-new-york/.

Articles, Blogs + Media Appearances

- **Authored:**
 - “What’s in a Name? For Transgender People, *Everything*,” New York State Bar Association Journal, June 2019, *available at* [http://www.nysba.org/Journal/2019/Jun/What%E2%80%99s_in_a_Name_/](http://www.nysba.org/Journal/2019/Jun/What%E2%80%99s_in_a_Name/)
 - “On Trans Day of Visibility, Do More Than Make Yourself Seen,” The Advocate, March 28, 2018, *available at* <https://www.advocate.com/commentary/2018/3/28/trans-day-visibility-do-more-make-yourself-seen> (last visited July 25, 2018).
- **Featured:**
 - Evan Dawson, “Connections: ‘Elder Law’ and the LGBTQ Community,” Connections with Evan Dawson, WXXI Public Radio, Rochester, NY, Oct. 12, 2018.
 - Rowan Collins, “Call to Action: Transgender Public School Students Need Your Help Right Now!” Empty Closet, June 19, 2018.
 - Lauren Breen, “Addressing Implicit Bias in the Legal Services Office,” MIE Journal: Management Innovation Excellence for Legal Aid, Vol. XXXII, No. 1 Spring 2018.
 - Megan Mack, “Connections: Understanding the Expanding Definitions of Gender,” Connections with Evan Dawson, WXXI Public Radio, Rochester, NY, Nov. 27, 2017.
 - Karen Shakerdge, “Transgender Americans Change Names, Passports Ahead of Trump Administration,” WXXI News, Rochester, NY, Dec. 14, 2016.
 - Evan Dawson, “Connections: Supreme Court Takes on Case Regarding Bathroom Rules for Transgender Students,” Connections with Evan Dawson, WXXI Public Radio, Rochester, NY, Nov. 3, 2016.

Selected Presentations, Lectures & Conferences

- **NYS Office of the Attorney General – Albany, NY – August 2019**
 - “Equity is a Verb: Affirming Transgender Clients + Colleagues” (CLE)
- **Philadelphia Transgender Wellness Conference – Philadelphia, PA – August 2019**
 - “Movement Lawyering: Tools for Survival and Success” (CLE)
 - “Cutting Edge: Medical Malpractice Cases for Transgender Clients” (CLE)
- **Massachusetts Legal Assistance Corporation Annual Conference – Boston, MA – July 2019**
 - “Bringing Your Whole Self to Work in Legal Services: An Intersectional Approach”
- **Rochester Women’s Network Annual Symposium – Rochester, NY – June 2019**
 - “Equity is a Verb: Microaffirmations, Allyship + Interrupting Bias in the Workplace”

- **Central New York Women’s Bar Ass’n Annual Medical-Legal Dinner – Syracuse, NY – May 2019**
 - “Supporting Trans Patients: What Healthcare + Legal Professionals Need to Know”

- **ABA/NLADA Equal Justice Conference – Louisville, KY – May 2019**
 - “Building Your LGBTQ Practice” (CLE)
 - “Recognizing & Responding to Microaggressions” (CLE)

- **“Affirming Transgender and LGBQ People in Our Lives and Legal Practices” (CLE)**
 - Injured Workers Bar Association 2019 Annual Meeting – New York, NY – Jan. 2019

- **“LGBTQ Power Webinar: Unpacking GENDA” – Statewide, NY – October 2018**
 - Hosted by The LGBT Center of NYC and the NYS Health & Human Services Network

- **“Before You Go: Wills, Healthcare Proxies, and Advance Health Directives for LGBTQ+ People” – October 2018**
 - Planned Parenthood of the Southern Finger Lakes – Ithaca and Hornell, NY

- **New York State Bar Association Partnership Conference – Albany, NY – October 2018**
 - “Recognizing & Responding to Micro-Aggressions in the Legal Profession” (CLE)
 - “Serving LGBTQ Survivors of Intimate Partner Violence in Family Law Cases: Best Practices and Recent Legal Developments” (CLE)
 - “Transgender Healthcare: Successfully Appealing Medicaid Denials” (CLE)

- **“Know Your Rights! Legal Protections for LGBTQ People” – September 2018**
 - Planned Parenthood of the Southern Finger Lakes – Ithaca and Hornell, NY
 - Family Counseling Service of the Finger Lakes – Canandaigua, NY

- **Society of Human Resources Managers (SHRM)– Rochester, NY – Sept. 2018**
 - “Rooted in Justice | Rising to Excellence: Celebrating Transgender Employees in the Workplace”

- **“Accessing Justice: Welcoming & Affirming Courts for LGBTQ+ People” – September 2018**
 - NYS Association of Family Court Clerks Conference – September 2018

- **“Facing Implicit Bias: Language, Mindfulness & Steps Toward Change for Legal Professions”**
 - Monroe Cty Bar Association – Rochester, NY – Sept. 2018

- **Transgender Excellence for Employers Workshops – Rochester and Geneva, NY – Sept. 2018**

- **Philadelphia Transgender Wellness Conference – Philadelphia, PA – August 2018**
 - “Movement Lawyering: Tools for Survival and Success” (CLE)
 - “Getting Your Ducks in a Row: Preparing for Gender-Confirming Surgery”

- **“Advances in Transgender Rights: Employment, Education, Health” (CLE)**
 - Onondaga Cty Bar Association – Syracuse, NY – June 2018

- **“What’s in a Name? Name Changes for Transgender Clients” (CLE)**
 - Monroe Cty Bar Association – Rochester, NY – May 2018

- **“Serving Transgender & LGBQ People with Mindfulness, Inclusivity, Affirmation & Celebration” (CLE)**
 - NY Association of Drug Treatment Court Professionals Conference – Saratoga Springs, NY – March 2018
 - Neighborhood Legal Services of Buffalo – Buffalo, NY – February 2018

- **“Mindful Communication: Exploring Implicit Bias & Relating Respectfully with LGBTQ Communities” (CLE)**
 - New York State Bar Association – Albany, NY – March 2018

- **“Mindful Affirmation: Truly & Thoroughly Welcoming Trans & LGBQ Campers, Volunteers, and Staff”**
 - Frost Valley YMCA Camp Conference – Claryville, NY – January 2018

- **“Implicit Bias in the Workplace: Managing Skepticism, Belief, and Micro-Aggressions” (CLE)**
 - National Legal Aid & Defenders Associations (NLADA) Annual Conference – Washington, DC – December 2017

- **“Making Our Courtrooms Welcoming & Friendly for the Transgender Community” (CLE)**
 - NYS Office of Court Administration - Judicial Training Institute – White Plains, NY – June & July 2017
 - 6th Judicial District of NYS, LGBTQ Judicial Commission of NYS Courts Training – Watkins Glen, NY – February 2017
 - 7th Judicial District of NYS, Gender Fairness Committee Training – Rochester, NY – February 2017
 - 7th Judicial District of NYS, Fall Fest Training – Canandaigua, NY – October 2015

- **“A New Vocabulary for a New Paradigm: Race, Gender, Language, Inclusion, Identity” (CLE)**
 - American Bar Association, Equal Justice Conference – Pittsburgh, PA – May 2017
 - New York State Bar Association, Partnership Conference – Albany, NY – September 2016
 - Equal Justice Works, Leadership Development Training – Washington, DC – October 2015

- **“Pro Bono Name Changes for Transgender Clients” (CLE)**
 - Legal Assistance of Western New York – Corning, NY – June 2017
 - Legal Assistance of Western New York – Ithaca, NY – June 2017
 - Oneida County Bar Ass’n & Legal Aid Society of Mid-NY – Utica, NY – June 2017
 - Monroe County Bar Ass’n – Rochester, NY – December 2016

- **“Making Our Civil Legal Services More Welcoming for Transgender People” (CLE)**
 - Legal Services of the Hudson Valley, Staff Training – White Plains, NY – June 2017
 - Legal Assistance of Western New York, All-Staff Trainings – Rochester, Bath, Jamestown, Geneva, NY – June & July 2017
 - Legal Aid Society of Mid-New York, All-Staff Training – Utica + Binghamton, NY – June 2017
 - Monroe County Public Defenders, All-Staff Training – Rochester, NY – April 2017
 - Cornell Law LGBTQ Practicum – Planned Parenthood, Ithaca, NY – April 2017
 - Legal Aid Society of Northeastern New York, All Staff Training – Lake George, NY – April 2017

- **“Know Your Rights! For Transgender, Non-Binary & Gender-Nonconforming New Yorkers”**
 - Q Center – Syracuse, NY – June 2017
 - Cortland LGBTQ Center – Cortland, NY – June 2017
 - Planned Parenthood – Monticello, NY – June 2017
 - Oneonta Area Transgender Community – Oneonta, NY – May 2017
 - Transgender Public School Students, Rochester City School District – Rochester, NY – May 2017
 - Q Center – Watertown, NY – May 2017

- **“NYS Human Rights Law: New Regulations Protecting Transgender & Gender-Nonconforming People” (CLE)**
 - Monroe County Bar Association – Rochester, NY – January 2017
 - Domestic Violence Consortium Meeting – Rochester, NY – September 2016

- **“To Be or Not to Be (Pathologized): A Critical Overview of Trans Healthcare Access through the Lenses of Privilege and Power”**
 - Guest Lecture, Cornell Law School – Ithaca, NY – November 2016 & September 2017
 - Guest Lecture, University of Rochester – Rochester, NY – November 2016 & October 2017

- **“Legal Landscape of Transgender Rights + Best Practices and Policies for Serving Trans and Gender-Nonconforming People” (CLE)**
 - New York State Bar Association, Partnership Conference – Albany, NY – September 2016
 - Domestic Violence LGBT Roundtable – Albany, NY – December 2015 & December 2016
 - Monroe County Domestic Violence Court – Rochester, NY – October 2015

- **“Bootcamp for Trans & Gender-Expansive Leaders of Emergent Organizations”**
 - Philadelphia Transgender Health Conference – Philadelphia, PA – June 2016
 - National LGBTQ Task Force’s Creating Change Conference – Chicago, IL – January 2016

- **“Transgender Cultural Competency & Best Practices for Legal and Social Service Providers”**
 - Legal Aid Society of DC – Washington, DC – July 2015

- East of the River Case Handlers Coalition – Washington, DC – April 2015
 - Prince George’s County Public Defenders – Hyattsville, MD – March 2015
 - Bread for the City – Washington, DC – March 2015
 - Project PLASE – Baltimore, MD – February 2015
 - Women Accepting Responsibility – Baltimore, MD – February 2015
- **“Beyond Transgender 101: Legal Barriers to Employment & Healthcare Access”**
 - Gallaudet University Transgender Awareness Week – Washington, DC – November 2014
- **Gender Conference East – Baltimore, MD – November 2014**
 - “Supporting Your Transgender Patients: What Healthcare Professionals Need to Know about the Law”
 - “Getting It Covered: Insurance and Transition-Related Care”
 - “Transgender Identity Documents Overview”
- **“Counting on Your Two Hands: 10 Ways You Can Advocate for Transgender-Inclusive Healthcare”**
 - National LGBTQ Task Force’s Creating Change Conference – Denver, CO – February 2015
 - Translating Identities Conference – Burlington, VT – October 2014
 - Transgender Advocacy Network – Webinar – September 2014
 - NYC Transgender Health Conference – New York, NY – September 2014
 - Philadelphia Transgender Health Conference – Philadelphia, PA – June 2014
 - TransOhio Transgender & Ally Symposium – Columbus, OH – May 2014
 - Columbia University School of Psychiatry, Working Group on Gender – New York, NY – May 2014
- **“Innovative Legal Case Management Strategies to Overcoming Healthcare Barriers for Transgender Clients”**
 - NYC Transgender Health Conference – New York, NY – September 2014
 - Lavender Law Conference, Transgender Law Institute – New York, NY – August 2014
- **Community Health Advocates Annual Network Training – Albany, NY – July 2014**
 - “Affordable Care Act and the New Insurance Marketplace: What Advocates Need to Know”
 - “When Things Go Wrong: Insurance Appeals and Medicaid Fair Hearings”
 - “Advocating for the Uninsured, Underinsured, and Undocumented”
- **“Affordable Care Act & the Legal Landscape of Transgender Healthcare Access”**
 - NYC Transgender Health Conference – New York, NY – September 2013
 - TransOhio Transgender & Ally Symposium – Columbus, OH – April 2013
- **“Transgender 101: Learning the Facts and Advocating for Legal Change”**
 - Ohio Attorney General’s Two Days in May Conference on Victim Assistance – Columbus, OH – May 2010
 - State of the State Conference: Equity, Opportunity & Diversity in Ohio – Dayton, OH – March 2010