

Charlie Arrowood, Esq. (pronouns: they/them)

PO Box 20511, South Huntington, NY 11746 • (516) 331-1317 • charlie@arrowood.law

EDUCATION

New York Law School, J.D., December 2013

Honors: Dean's List, High Honors

Activities: Stonewall Law Students Association

Tulane University, May 2009

B.A., History

BAR ADMISSION

New York, 2015 (#5357579)

PROFESSIONAL EXPERIENCE

Transgender Legal Defense & Education Fund, New York, NY, *Name Change Project Counsel* 2020-present

- Manage administrative and legislative advocacy efforts for TLDEF
- Develop training materials and educational programs for private practitioners, court employees and judges, and corporate entities on working with the transgender community, and deliver trainings
- Provide technical name change assistance to pro bono volunteer attorneys

Arrowood Law, South Huntington, NY, *Principal Attorney* 2020-present

- Provide transition-related legal services, including name and gender marker change assistance and guidance regarding health insurance coverage and employment matters, to transgender clients
- Provide public education on best practices for working with transgender people and training on the name change process
- Engage in public policy advocacy at the federal, state, and local level

Pride for Youth, Bellmore, NY, *Community Mobilization Coordinator* 2018-2020

- Co-chair Nassau End the Epidemic (ETE) Coalition
- Developed and coordinated media campaigns around sexual health and HIV prevention, including evaluation/quality assurance and improvement
- Planned, organized, and oversaw community events including networking and educational forums for professionals and LGBTQ community members
- Facilitated professional trainings for schools and agencies on working with the LGBTQ community
- Reported agency-wide data to New York State Department of Health through the AIRS system under multiple grants
- Managed budget for Community Mobilization grant

Transcend Legal, New York, NY, *Director of Name & Gender Recognition* 2016-2020

- Provided culturally competent, transgender-led legal representation to transgender people seeking name and gender marker changes in New York
- Helped transgender people secure health insurance coverage for transition-related care through internal and external appeals, employer advocacy, mediation and litigation nationwide
- Provided public education on best practices for working with transgender people and training on the name change process
- Engaged in public policy advocacy at the federal, state, and local level

The Kurland Group, New York, NY, *Junior Associate* 2014-2015

- Litigation and settlement preparation for primarily plaintiff-side general practice firm, including intake, research, drafting, privilege/responsiveness review and redactions
- Authored "litigation roadmap" for senior attorneys
- Planned and executed overhaul of client file archiving system
- Developed and implemented archiving protocol in compliance with State law and professional regulations

Law Offices of Harry Weinberg, New York, NY, *Law Clerk* 2013-2014

- Researched and drafted discovery demands and responses, memoranda of law, motions, and other papers in anticipation of labor/employment arbitration/litigation

Queens Supreme Court Judge Bernice Siegal, Queens, NY, *Intern* Summer 2012

- Drafted motion decisions and internal legal memos

- Conducted extensive legal research
 - Observed trial, appellate, and administrative proceedings in State and Federal Court
- Realty Advisory Board on Labor Relations**, New York, NY, *Intern* Summer 2011
- Compiled searchable topical database of labor and employment arbitration awards spanning over thirty years
 - Conducted legal research for multi-employer association serving the real estate industry
- TestTakers**, Port Washington, NY, *Operations Director & Teacher* 2008-2012
- Office and site administration for tri-state area-based SAT preparation company
 - Managed operations of up to 12 locations with a total of 600-700 students per semester, including maintaining CRM database of prospective and current students and preparing payroll for over 50 employees
 - Taught SAT preparation classes in reading and writing

PROFESSIONAL INVOLVEMENT & AWARDS

Richard C. Failla LGBTQ Commission of the New York State Courts, Commissioner
 LGBT Bar Association of Greater New York (LeGaL), Recipient, 2021 Community Excellence Award
 Nassau County Bar Association - LGBTQ Committee, Co-Chair; Recipient, 2018-2019 Access to Justice Award
 National LGBT Bar Association, Recipient, 2021 40 Under 40
 National Transgender Bar Association, Member
 Gender Equality New York, Board Member
 Gender Conference NYC, 2019 Track Leader – Legal Track
 National Leadership Association for the Public's Health - Fellow/Member, Cohort 9

SELECTED SPEAKING ENGAGEMENTS & PRESENTATIONS

Hofstra University, *Legal-Medical Bioethics guest lecture*, Hempstead, NY, November 2021
 Fordham University School of Law, *Gender, Sexuality, and the Law guest lecture*, New York, NY, October 2021
 Philadelphia Trans Wellness Conference, *Name/Gender Marker Changes and ID Document Updates*, Philadelphia, PA (remote), August 2021
 Philadelphia Trans Wellness Conference, *Recognition Not Permission: A New Era of Access to IDs for Trans and Non-Binary People*, Philadelphia, PA (remote), August 2021
 Lavender Law 2021, *Recognition Not Permission: A New Era of Access to IDs for Trans and Non-Binary People*, New York, NY, August 2021
 New York City Women's Bar Association, *Transgender Name Changes: From Both Sides of the Bench*, New York, NY, July 2021
 Pennsylvania Senate Democratic Caucus Policy Committee, *Testimony before the committee regarding the current name change process and policy trends across the country*, Harrisburg, PA, June 2021
 Major Lindsey & Africa, *After Bostock: Best Practices for Employers Protecting Their Transgender Workers*, New York, NY, June 2021
 LGBT Bar Association of Greater New York (LeGaL), *2020 Year in Review CLE*, New York, NY, February 2021
 Creating Change Conference, *A New Landscape for Accurate Identification*, New York, NY, February 2021
 Gender Conference NYC 2020, *Name & Gender Marker Changes in NY and NJ*, New York, NY, October 2020
 New York State Unified Court System Failla Commission on the Courts, *New York Birth Certificate Policy Updates*, New York, NY, October 2020
 New York City Bar Association, *Name Changes: A How to Guide with Special Considerations for the Transgender and Gender Non-Conforming Community*, New York, NY, September 2020
 New Jersey Courts, *SOGI Issues in Criminal Practice Contexts: An Interactive Workshop on LGBTQ+ Inclusive Best Practices*, New Jersey, August 2020
 Lavender Law 2020, *ID Ready or Not?: The New Frontier of Transgender, Non-Binary, and Intersex Identification Document Change Laws in 2020 and Beyond*, New York, NY, July 2020
 New York State Department of Health AIDS Institute Webinar, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, March 2020

Essex Vicinage Municipal Court Leadership Training, *Sexual Orientation and Gender Identity (SOGI) In Municipal Court Contexts: An Interactive Workshop on LGBTQ+-Inclusive Best Practices*, January 2020

2019 New Jersey Judicial College, Newark, NJ, *Sexual Orientation and Gender Identity In Courtroom Contexts*, November 2019

Empire Justice Center Webinar Series, New York, NY, *Nonbinary Identities and the Law*, November 2019

SCOPE Professional Development Day, Commack, NY, *Working with Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Youth*, November 2019

South Oaks Superintendents Day Conference, Amityville, NY, *Working with Transgender People*, November 2019

Sachem School District Professional Development Training, Ronkonkoma, NY, *Working with Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Youth*, October 2019

Adelphi University Hauppauge Center, Hauppauge, NY, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, October 2019

South Side Middle School, Rockville Centre, NY, *Working with Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Youth*, September 2019

Legg Mason, New York, NY, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, September 2019

South Nassau Communities Hospital, Oceanside, NY, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, September 2019

New York State Department of Health AIDS Institute TGNCNB Leadership Collective, Hudson, NY, *Name and Gender Marker Changes for Transgender Clients*, September 2019

Vevo, New York, NY, *Working with Transgender People*, June 2019

Nassau County MAPP Training, Garden City, NY, *Working with Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Youth*, June 2019

ACCLAIMH Conference, Hauppauge, NY, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, May 2019

Nassau County Bar Association, Mineola, NY, *New York Legislative Update*, May 2019

Nassau County Bar Association, Mineola, NY, *Name and Gender Changes for Transgender Clients*, January 2019

Herricks School District, New Hyde Park, NY, *Working with the Transgender, Gender Non-Conforming, and Nonbinary (TGNCNB) Community: Navigating Challenges for Those in Helping Professions*, January 2019

Hofstra Medical School, Hempstead, NY, *Working with Transgender People*, October 2018

Long Island TGNCNB Conference, Hempstead, NY, *Navigating the Law*, October 2018

Queens County Bar Association, Queens, NY, *Name Change/Birth Certificate Changes*, October 2018

Kenneth Cole Productions, New York, NY, *Working with Transgender People*, August 2018

Lavender Law 2018, New York, NY, *Non-binary and Intersex Rights: Explosion of Growth; Vacuum of Understanding*, August 2018

Philadelphia Trans Wellness Conference, Philadelphia, PA, *How to Get Facial Feminization and Breast Augmentation Covered by Insurance*, August 2018

Philadelphia Trans Wellness Conference, Philadelphia, PA, *Name and Gender Marker Changes*, August 2018

Steven Madden, Ltd., Long Island City, NY, *Working with Transgender People and Trans-Conscious Marketing*, July 2018

Morritt, Hock & Hamroff, Garden City, NY, *Skydivers, Cakes & the Military: Current Legal Issues Affecting the LGBTQ Community*, June 2018

Nassau Academy of Law, Mineola, NY, *CLE: Transgender Name and Gender Changes*, June 2018

New York City Council, New York, NY, *Testimony before the Committee on Health Regarding Int. 954, establishing an X sex designation on New York City birth certificates and allowing self-attestation for sex designation changes*, June 2018

Suffolk Academy of Law, Hauppauge, NY, *Timely LGBTQ Legal Issues*, June 2018

Pride for Youth/Long Island Crisis Center, Bellmore, NY, *Working with Transgender Clients* staff training, May 2018

Connecticut Transgender Lives Conference, Farmington, CT, *Insurance equality for transgender people: how to exercise your rights to get the care that you need*, April 2018

New York City Bar Association, New York, NY, *How to Be an Effective Ally*, April 2018

Long Island University Pride Healing Center, Old Westbury, NY, Gender marker change presentation to psychology doctoral students, April 2018

Hofstra University, Hempstead, NY, Know Your Rights presentation to LGBTQ undergraduate and law students, April 2018

Queens County Bar Association, Queens, NY, CLE: *Issues Facing Transgender Athletes*, March 2018

Yeshiva University – Wurtzweiler School of Social Work, New York, NY, *Lunch and Learn: Transgender Issues*, November 2017

Gender Conference East, Newark, NJ, *Legal Checkup: Understanding Legal Protections for Trans Youth* | CLE: *Name and Gender Changes*, November 2017

Suffolk Academy of Law, Central Islip, NY, CLE: *Name and Gender Changes for Transgender Individuals*, April 2017

Long Island LGBT Conference, Stony Brook, NY, Know Your Rights and name change presentation to transgender youth and educators of transgender youth, March 2017

PRESS CONTRIBUTIONS

[Trans People Are Experts in Our Own Experience](#), *The Postscript*, September 2021

[How Potential Changes to LGBTQ Rights Could Impact Fashion](#), *Women's Wear Daily*, October 2020

[Gender-Neutral Passport Bill Introduced in Congress](#), *Gay City News*, March 2020

[7 Nonbinary People on What It's Like to Have an 'X' Gender Marker](#), *VICE*, September 4, 2019

[Mistaken Identity: ID Barriers Plague Nonbinary, Trans People](#), *Law360*, June 30, 2019

[The New American Family](#), *The Guardian*, June 20, 2019

[Neither/Nor](#), *Governing Magazine*, June 2019

[What Happens When You Choose "Gender Neutral" on Your Child's Birth Certificate?](#), *Parents Magazine*, March 28, 2019

[Male, Female or 'X': The Push for a Third Choice on Official Forms](#), *The New York Times*, September 27, 2018