

PRESCRIPTIONS

What can I do if I'm discriminated against in a health-care setting?

Tell someone! Report the mistreatment to a staff member or file a complaint. You can also report it to your state medical licensing board. Finally, call Lambda Legal at 866-542-8336 or email us by visiting www.lambdalegal.org/help/online-form. Our Transgender Rights Project is working hard to combat discrimination in health care settings.

How do I find a transgender-friendly health-care provider who can meet my medical needs?

Several LGBT health clinics maintain a list of transgender-sensitive health-care providers. Many support groups and political organizations keep a local transgender provider directory. Contact Lambda Legal for a referral to your local LGBT community group.

What can medical providers do to change the landscape for transgender health?

Attend a seminar on transgender health. Invite a transgender speaker to do an in-person training at your office, clinic or hospital to make sure that everyone—from the security guard at the door to the head physician—understands how to be respectful to transgender patients. Review your forms to make sure that they are transgender-inclusive. Add a policy that prohibits discrimination in your workplace on the basis of gender identity and gender expression, and make sure it is enforced. Make your office and waiting room more welcoming to gender diversity by having visible transgender posters or stickers. If you have the capacity, hire a liaison to your transgender patients to make sure their needs are being met. Create a volunteer transgender community panel that can meet to provide feedback and work to make your workplace a national model for transgender-sensitive medical care.



A CLOSER LOOK:

FRANCISCO DUENAS

Proyecto Igualdad, established in 2004, is Lambda Legal's outreach project to the Latino community. Brandon Aultman speaks to its coordinator, based in the Western Regional Office in Los Angeles.

Describe your role as Proyecto Igualdad Coordinator at Lambda Legal.

My role is equal parts ambassador, educator and advocate. I oversee the creation and distribution of Lambda Legal's Spanish language content, including publications, our website and online communications. I also constantly build relationships and represent Lambda Legal within the Latino community. I'll edit a know-your-rights publication in Spanish one minute, meet with a Latino community leader and share our educational resources for LGBT Latinos the next.

How do you increase community awareness of Lambda Legal?

As Americans the idea of a legal defense organization seems to be embedded in us. Most Latinos have never heard of Lambda Legal. I usually tell folks, "We're the largest and oldest of the groups that sue when LGBT people or people living with HIV are discriminated against." They totally get it! With Latino lawyers, depending on the part of the country I am in, I will describe Lambda Legal as "the gay MALDEF" (Mexican American Legal Defense and Education Fund) or "the gay PRLDEF" (Puerto Rican Legal Defense and Education Fund.) Once again, it clicks!

How are you continuing to make the case for equality?

In Los Angeles, I have been working with the Latino Equality Alliance, a new coalition among Latino and LGBT organizations designed to facilitate collaboration and coordinate advocacy for LGBT Latinos. Across the country, we continue to have a presence at Latino LGBT pride celebrations and at Latino conferences, and I meet with community and national groups to build coalitions for equality.

Is there any Francisco trivia that your Lambda Legal colleagues might be surprised to learn about you?

I have been honored to officiate three weddings for friends and family, including what might have been the first legally sanctioned gay wedding in East Los Angeles, a historically Latino community. Oh, and I almost made it onto *Teen Jeopardy*.