



advocates for  
informed choice

# 2012 Annual Report

# A message from Anne Tamar-Mattis

As you probably already know, 2012 came to a dramatic close for AIC with my trip to Washington, DC to testify about the medical treatment of children with variations of sex anatomy, at the last-minute request of the United Nations Special Rapporteur on Torture. Looking back, this represents a fitting conclusion to a whirlwind year that served to usher AIC into a new era of even greater action and influence.

I have traveled a record amount these past few months, working with allies around the country and abroad at the invitation of world leaders and governing organizations such as the World Health Organization and the United Nations Human Rights Commission. Tedious as airports are, and though I miss my family when I'm away, it is all made worth it when I see our work together to protect children with intersex conditions or differences of sex development being taken seriously and paid much overdue attention.

You have responded to AIC's requests to stand with us time and again, and this year more than ever your support has been evident: helping us to quickly share the news of breaking developments, providing valuable feedback to make our programs even stronger, and answering our call to help increase our operating capacity. It is with your belief that AIC has risen to such great heights as a highly visible, internationally regarded authority on intersex/DSD civil rights and protections.

When you read through the accomplishments of the past year (and I'm pleased to say there are many to report on!), please know that it is in large part your confidence and willingness to step-up on behalf of the rights of an otherwise invisible population that has kept AIC's leadership and me moving at full speed to improve the future for these special children.

Thank you for all you do for our children,



**Anne Tamar-Mattis**  
EXECUTIVE DIRECTOR



*Executive Director Anne Tamar-Mattis witnessed unprecedented gains for intersex rights in 2012.*

## AIC STAFF

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## BOARD OF DIRECTORS

Katie Baratz Dalke, M.D., Co-President  
*Sean Saifa M. Wall, Co-President*  
Peter Trinkl, Treasurer  
Emi Koyama, Secretary  
Arlene B. Baratz, M.D.  
*Emily Doskow, J.D.*  
Nancy Ehrenreich, J.D.\*  
Julie Greenberg, J.D.  
Jim Lake  
Mani Bruce Mitchell

Members in italics joined as of 2012.

\* Transitioned off of the Board at the end of 2012.  
Thank you for your counsel and service!

# Looking back & moving forward:

*AIC's Board Co-Presidents reflect on history in the making*



*Katie Baratz Dalke, now Board Co-President, has helped to lead AIC from the very beginning.*

This past February marked the six-year anniversary of my involvement with AIC's Board of Directors. It is not an understatement to say that AIC and I have grown up a lot together in the past 6 years. When I first joined the Board, I was a 22 year-old college senior; I'm now a physician, in my second year of a residency training program in Psychiatry at the University of Pennsylvania. Since 2007, I have also transitioned from disclosing my DSD to only a few very close friends to sharing my story with the media and my professional colleagues. My own trajectory has mirrored that which I've seen in our small community, namely a growing interest in and commitment to advocacy on every scale.

Similarly, AIC has undergone an incredible amount of change and expansion with the passage of time,

from a small group of concerned citizens crowded around a tiny conference table in San Francisco to an organization with an increasingly powerful voice and international influence. I am most excited and proud of Anne's report to the UN Rapporteur on Torture; the ongoing development of our youth program, Inter/Act; and the welcoming of my new Co-President, Saifa Wall, whose warmth and enthusiasm has reignited our Board's shared passion for improving the lives of children and families affected by DSD.

*Katie Dalke MD*

**Katie Baratz Dalke, M.D.**

BOARD CO-PRESIDENT

As recently elected Co-President for the Board of Directors at Advocates for Informed Choice, I extend a warm thank you for all of the support that allies, friends and loved ones have contributed to this growing movement. When Anne and Jim asked me to join the Board, I was ecstatic about belonging to an organization that is fighting for our most precious and vulnerable citizens: children who belong to a beautiful spectrum of sex differentiation.

I am excited to be active on AIC's Board at a time when we are laying the foundation for an intersex movement that will galvanize and inspire the change that we are seeking as people with intersex conditions. At

the close of 2012, AIC came on an international stage as our voices were represented in Sweden at the International Lesbian and Gay Association Conference by Jim Bruce, Mani Mitchell and Pidgeon Pagonis. Last year was also a landmark year as the United Nations Human Rights Council included genital surgery on infants in its Rapporteur on Torture. In moving forward, I only know that our movement will continue to grow and get stronger and, together, there is nothing standing in our way.



*New to AIC's Board as of 2012, Saifa Wall serves as Co-President*

*Saifa Wall*

**Sean Saifa M. Wall**

BOARD CO-PRESIDENT

# 2012 in review

## Crossing new thresholds

In 2012 we saw the fruition of many goals that AIC and the pioneers of the intersex movement before us, have long been working toward. Bringing our international influence to new heights, increasing our capacity, and developing key relationships that will bring us closer to impact litigation are only a few of the ways we excelled this past year. We successfully opened many critical doors for the future of intersex/DSD rights with results that, we think you'll agree, we can all be proud of.

## AIC delivers!

In the past year alone we expanded our reach significantly, providing:

- \* Training to over 174 medical providers
- \* Legal services to over 27 intersex people and their families
- \* Education & guidance to over 40 parents of children with DSD and over 369 others

AIC also represented your interests at many conferences and events, including IGLA's 2nd International Intersex Forum, Parents and Friends of Lesbians and Gays, the Gay and Lesbian Medical Association, the American Law Institute's Project on Children, and Medical Students for Choice.

## Many "firsts" in 2012

This was a year of tremendous growth in every way for AIC, including:

- \* Our first-ever event, a retrospective screening of the award-winning documentary "XXXXY," was well attended by over 80 people, raising \$6,000, and bringing awareness of AIC's mission to new audiences
- \* Sponsorship of The Interface Project, a new video project that allows diverse intersex people from around the world to share their stories online (visit them at [www.interfaceproject.org](http://www.interfaceproject.org))
- \* Recruitment of two new members to our Board of Directors, bringing on new perspectives and diversifying the skills of AIC's leadership

Thank you Jim Bruce!



Playing an instrumental role in AIC's development, Jim proved invaluable over the last three years as Communications & Youth Coordinator. More than that, many of us know him as a true friend, a powerful role model, and an unrelenting voice for change against a backdrop of silence. We thank you for all the ways you have put yourself into this work and dedicate this, our inaugural annual report, to you and the legacy of activism that you helped initiate.

<< *A champion of intersex rights, Jim celebrates one of many victories.*

# How we effect change

## *AIC's core program areas*

### Inter/Act

Inter/Act is a place for young people with intersex conditions or DSD to come together, express themselves, and unite their individual stories to develop a voice for a new generation. This is where young people say what they think about their lives. They come from every background with different perspectives and experiences. Visit the youth blog at: [www.interactyouth.tumblr.com](http://www.interactyouth.tumblr.com).

#### 2012 SUCCESSES

- \* Inter/Act youth published their own newsletter and produced the powerful brochure, "What we wish our doctors knew..." So far, over 1,200 copies of the brochure have been distributed, mostly to doctors and other providers
- \* Completed production of the first two episodes in the Second Wave Video Series, a video collage created by Inter/Act featuring our community's youth and adults in conversation, available on Inter/Act's blog: [ww.interactyouth.tumblr.com](http://ww.interactyouth.tumblr.com)
- \* One of our youth leaders organized a conference on intersex issues at Harvard, bringing in experts and activists from around the country

### Resolve

By respectfully inviting individual providers and professional associations to listen to intersex adults and apologize for the harm suffered as a result of medical treatment, Resolve offers a radical model of equal relationships between doctors and patient. We recognize patients as valuable sources of expertise, and doctors as only human. More importantly, we encourage healing on all sides that will improve care for future children.

#### 2012 SUCCESSES

- \* We developed a kit to support intersex adults in writing letters to their doctors to let them know how they experienced treatment
- \* We held our first letter-writing workshop at the annual AIS-DSD Support Group for Women and Families conference.

### Project Integrity

Project Integrity is AIC's impact litigation and medical education program. Through consultations and training to healthcare providers; publishing in the medical, legal, and bioethics press; and advocating for our constituents' legal rights, we work to ensure that children with intersex conditions or DSD have the same protection for their rights that all other people receive in hospitals, doctor's offices, schools, sports, research activities, and everywhere else.

#### 2012 SUCCESSES

- \* AIC was invited to Geneva, Switzerland to provide expert testimony to the World Health Organization's statement condemning involuntary sterilization
- \* Executive Director Anne Tamar-Mattis testified in front of the United Nations Special Rapporteur on Torture, resulting in a statement calling for an end to genital-normalizing surgeries without the consent of the affected person
- \* Published articles in the California Law Review's Circuit, the Journal of Bioethical Inquiry, Psychology and Sexuality, and Psychology Today's blog

### The Interface Project

AIC is also serving as a fiscal sponsor to help launch an exciting new effort, The Interface Project, an all-volunteer program founded and managed by Eden Atwood & Jim Bruce.

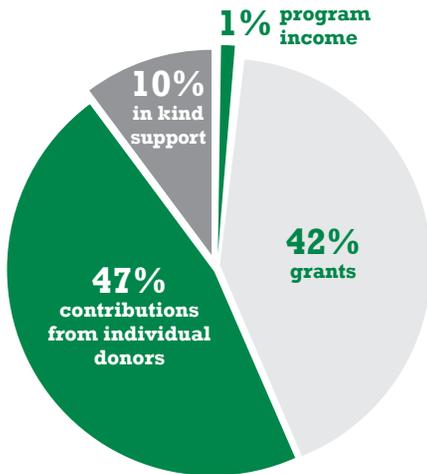
The Interface Project's mission is to gather and share personal stories of people living with an intersex condition or DSD to spread the message, "No Body Is Shameful." View videos on our website: [www.interfaceproject.org](http://www.interfaceproject.org).

#### 2012 SUCCESSES

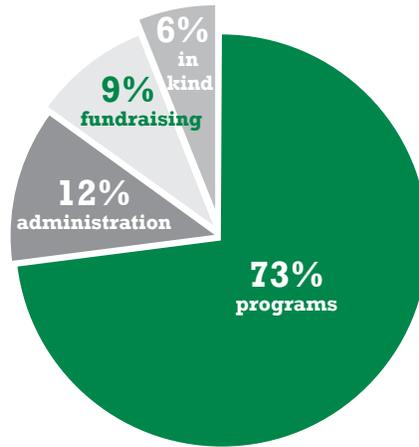
- \* Website, [www.interfaceproject.org](http://www.interfaceproject.org), was professionally designed and launched
- \* In just a few short months over five videos were added, featuring real people from around the world telling their stories
- \* Reached over 2,000 views

# Selected financial information

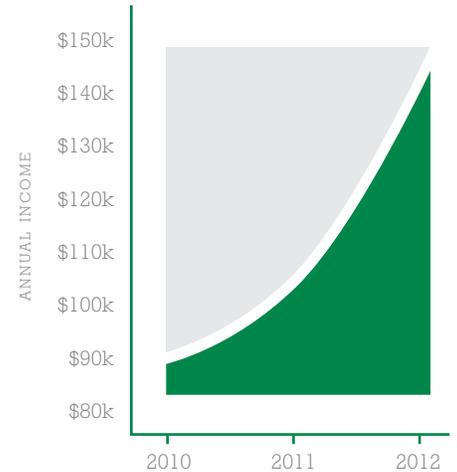
*Thanks to you 2012 was a record year for contributions, making it our most fiscally successful year to date.*



2012 income by revenue type



2012 expenses by area



AIC increases capacity by over 25%!

{ TOTAL REVENUE IN 2012 REPRESENTS AN INCREASE OF 27% COMPARED TO 2011 AND 38% COMPARED TO 2010. }

Because of your belief in us, we effectively:

- \* Achieved our goal of increasing capacity to grow from 1.5 positions to supporting two full-time staff, with plans to hire another half-time staffer
- \* Demonstrated loyalty to our vision, resulting in \$75,000 in capacity building funds from Open Society Foundation
- \* Met our goal of 100% participation in fundraising among AIC's Board of Directors who jointly secured over \$20,000 in resources
- \* Generated over \$67,000 in individual donations (the most we have ever raised in our history, thank you!), a 60% increase compared to 2010

What impact will this growth have?

With more resources AIC is able to pursue actions that were previously cost-prohibitive for our small organization. This exciting advancement makes ongoing commitment from our supporters more important than ever as we take on even greater challenges to bring justice to children with intersex conditions in the US and beyond.

# Thank you to our supporters

Thank you to everyone who said “yes” to taking action on behalf of our special children by making a gift to AIC. The diverse range of individuals who come together to support our mission is a huge point of pride for us.

## “Champions”

Our special team of donors who made 2012 gifts of \$900 or more

Arlene B. Baratz, M.D.  
Joyce Burslem  
Pamela and Mark Crawford  
Jim Dykes  
Bo Laurent  
Mano Marks and Tracy Schmidt  
Taylor Mattis  
Meg Robertson and Sheila Jaswal  
David Cameron Strachan  
Barbara B. Taylor  
Anonymous Board member  
Anonymous  
Anonymous

## “Guardians”

Our donors who made 2012 gifts of \$240-\$899

Chris Arnold  
Tamara Beck, in memory of Joseph Maxfield ‘Max’ Beck  
Frank and Michele Brown, in honor of the Baratz family  
Frank and Bettina Brown, in honor of the Baratz family  
Tiger Devore  
Emily Doskow, in honor of Jim Bruce  
Nancy Ehrenreich  
Ellen Feder  
Joel Frader, in honor of Jen Pagonis  
Melanie Fukui, in honor of Katie Leigh Baratz  
Linda Gebroe  
Holly Greenberry  
Marilyn Keller  
Jeff Kennedy  
Shannon Minter  
Shirley Perreira, in honor of Renee Witon  
Jacob Richards  
Leslie Richards  
Gayle Roberts  
Rebecca Silverstein  
Bea and Lynn Sousa, in honor of Aron Sousa and Alice Dreger  
Dr. Susan E. Stred  
Ilona Turner  
Lena Turner  
Wenona Whitfield  
Wazir Woods  
Steven and Kimberly Zieselman  
Anonymous  
Amgen Foundation  
Dekor Glass (1996) Ltd.  
Google, Inc.  
Positive Images

## The funders that help catalyze our work:

- \* **Open Society Foundation**, for providing financial and invaluable technical support for our international work as well as our domestic strategies
- \* **The Small Change Foundation**, a stalwart supporter of the inter-sex movement for many years
- \* **The Ms. Foundation**, for support of our youth program
- \* **Folsom Street Events**, for general operating support

## Special thanks to our amazing volunteers:

- \* **Our Key Volunteers and Legal Interns:** Karley Abramson, Jocelyn Burton, Tasnim Hassanali, Alesdair Ittelson, Bo Laurent, Sasha O’Malley, Jacob Richards, Samuel Shoemaker, Christina Winship; and from the Sexuality and Gender Law Clinic at Columbia Law School, Henri Benaim, Gill Dingle, Larissa Eltsefon, Andy Kravis, Laurah Samuels, and Prof. Suzanne Goldberg
- \* **The generous Pro Bono Legal Service Providers:** James M. Schurz and Kerri A. Kuhn of Morrison and Foerster LLP; John Lovi, Barbara Kagan, Lara Roman-sic, William Ellerbe, and Raisa Michalek of Steptoe and Johnson LLP; and Kenneth Suggs of Janet, Jenner & Suggs, LLC
- \* Everyone who helped to make our “XXXY” Retrospective event a success and volunteered throughout the year





photo by Regine Abadía

*AIC's Jim Bruce with intersex activists from around the world at ILGA's International Intersex Forum in Stockholm.*

## You can help advance the intersex and DSD movement

You have helped AIC become a thriving and impactful civil rights leader—and we thank you! We know how important protecting our children is to you and there are many opportunities for you to continue taking a stand:

- \* Put Inter/Act's "What we wish our doctors knew..." brochure in the hands of your medical providers (download available at [aiclegal.org](http://aiclegal.org) or contact us)
- \* Encourage your friends & family to donate to AIC in honor of your birthday or a special occasion
- \* If you are a youth or adult with an intersex condition, consider participating in Inter/Act or The Interface Project
- \* Share this report widely and talk about why intersex rights matter to you
- \* Put AIC on your giving list: make a one-time gift today or join our monthly donors to help AIC maximize our impact. Your donation of any size helps! Mail your check made out to "Advocates for Informed Choice" to PO Box 676, Cotati, CA 94931, or donate by credit card at [aiclegal.org](http://aiclegal.org)

For more information, or if you would like to contribute in another way, please contact Kimberly Zieselmann, Director of Advancement, at [kimberly@aiclegal.org](mailto:kimberly@aiclegal.org).

