



InterACT
Advocates for Intersex Youth

ANNUAL REPORT 2017

[Table of **contents**]

03
Staff and
Board of Directors

04
2017
By the Numbers

05
Message from
Executive Director

06
2017
At a Glance

08
Financials

10
Media

12
Law & Policy

14
Youth

16
Thank You

[2017 Staff]

[2017 Board of Directors]



Executive Director
Kimberly Zieselman, JD



Director of Law and Policy
Alesdair Ittelson, JD



President
Georgiann Davis, PhD



Vice President
Lynnell Stephani Long



Secretary
Julie Greenberg, JD



Staff Attorney
Sylvan Fraser, JD



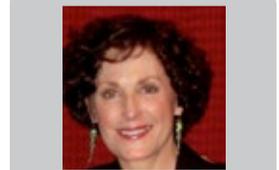
Youth Coordinator
Emily Quinn



Treasurer
Karen Walsh



Alice Alvarez



Arlene Baratz, MD



Marketing Consultant
Q. Ragsdale



Operations Consultant
Bill Lorenz



Axel Keating*



Eric Lohman, PhD



Mani Bruce Mitchell



Reid Williams



I.W. Gregorio, MD*

**New in 2017*



In 2017 we said goodbye to interACT's founder Anne Tamar-Mattis, who stepped down from her position as Legal Director to pursue her next adventure. We are sorry to see her go, and deeply grateful for her continued commitment to the intersex movement. Anne remains involved in a smaller volunteer capacity. Her impact lives on through the Anne Tamar-Mattis Award, which we launched on Intersex Awareness Day to commemorate her work.

Congratulations to Alesdair Ittelson who has been promoted to Director of Law and Policy, and to Sylvan Fraser who has been promoted to Staff Attorney! We also gratefully welcomed Bill Lorenz to the new position of Operations Consultant.

2017

By the Numbers



180

**PAGES IN THE
GROUND-BREAKING
RESEARCH REPORT**

published by Human Rights Watch
in collaboration with interACT



597,721
UNIQUE VIDEO VIEWS

means that many more people
have heard intersex stories!



145%

**INCREASE IN
FACEBOOK
FOLLOWERS**



MAJOR MEDIA OUTLETS

who reported on interACT's work

29

**TALKS,
PRESENTATIONS,
AND PANELS**

given by interACT staff



24

**ORGANIZATIONAL
COLLABORATORS**

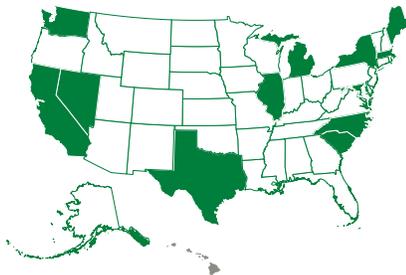
we partnered with



5

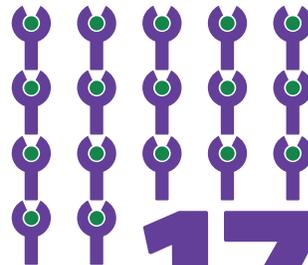
**MAJOR U.S.
MEDICAL
ASSOCIATIONS**

whose policies we
influenced



12 **U.S. STATE
AUTHORITIES**

EDUCATED on the
needs of intersex people



17

**NEW INTERSEX
YOUNG PEOPLE**

joined interACT Youth

Message from the **Executive Director**

What a year! interACT has been firing on all cylinders. In 2017 we generated unprecedented intersex awareness in the media, a ground-breaking research report in collaboration with Human Rights Watch on intersex human rights abuses in medical settings across the U.S., and a newly energized and rapidly growing youth advocacy program - just to name the highlights!

When I took over the helm as Executive Director nearly three years ago, one of my goals was to position interACT as a leader in promoting intersex representation and narratives in the media to increase awareness and support for our mission. After months of preparation, interACT helped launch the “coming out” of supermodel Hanne Gaby Odiele and lifted “intersex” into the mainstream across the globe. And it kept getting better. Over the summer we successfully placed an opinion article urging the end of intersex surgeries in the most widely-read mainstream newspaper in America, *USA Today*. Then in the fall, several of interACT’s amazing young advocates were featured in a *Washington Post Magazine* story entitled: “Their Time.” I couldn’t agree more - it’s finally time for the voices of young intersex people to be heard loud and clear.

Intersex voices were also heard as part of interACT’s collaborative research project last year with Human Rights Watch. We are incredibly grateful for this partnership, which resulted in the first-ever in-depth research report documenting evidence of human rights abuses on intersex children in medical settings. The 180-page report revealed an enormous amount of qualitative data in the form of personal accounts by intersex people, their families, and medical providers and ultimately laid out a number of urgent calls to action aimed at state and federal government officials, medical associations, and others to implement policies that will change these harmful medical practices. As a



result of the attention this report garnered, interACT’s Law & Policy team was invited to meet and collaborate with state policymakers and enforcement bodies all over the country, including California where we began working with Senator Scott Wiener on what would become SCR 110 - an intersex-affirming legislative resolution that is continuing to advance as we type.

None of this progress would have been possible without the support from our generous donors who believe in our mission to end harmful practices and protect intersex kids. We are grateful for a record-breaking fundraising year that included our first-ever Facebook “Giving Tuesday” campaign raising over \$10,000 in just one day! A heartfelt thanks to all of our supporters in 2017 - you are the reason we are winning. You are the answer to ending medically unnecessary medical interventions on healthy lovable intersex children. Let’s keep doing what we need to do to ensure it remains “their time.”

XOXY,

A handwritten signature in black ink that reads "Kimberly Zieselman". The signature is fluid and cursive, with a large loop at the end of the last name.

Kimberly Zieselman

2017

At a Glance



Board members Georgiann Davis and Eric Lohman are featured in *National Geographic's* "Gender Revolution" documentary. interACT consulted on the intersex content and provided an intersex viewing guide.



Board member Arlene Baratz and former Legal Director and interACT founder Anne Tamar-Mattis, together with Human Rights Watch researchers, attend the I-DSD Conference in Copenhagen to educate an international audience of medical practitioners on the harms of early intersex surgeries.

interACT Youth members amplify their voices at Creating Change Conference for young LGBTQIA+ leadership.



Executive Director Kimberly Zieselman and Law and Policy Director Al Ittelson conduct a training for nearly 100 Human Rights Campaign staff in Washington, D.C.



interACT attended the 4th annual International Intersex Forum in Amsterdam joining global activists from every continent!



Executive Director Kimberly Zieselman testifies on behalf of intersex rights at the Inter-American Commission on Human Rights in Washington, D.C.

January

February

March

April

May

June

Hanne Gaby Odiele and intersex activists Emily Quinn and Pidgeon Pagonis speak on intersex genital mutilation for *Teen Vogue*.

interACT provides an amicus brief to support the case of Gavin Grimm, a student fighting for equal treatment for transgender students.



Staff Attorney Sylvan Fraser and Youth member Hans Lindahl educate future doctors at Stanford Medical School.

Executive Director Kimberly Zieselman and Hanne Gaby Odiele speak at the European Union for Human Rights (EU4HR) panel in New York City.

interACT supports legislation to delay intersex surgeries in Nevada. SB 408 did not pass, but it represents a victory for the intersex community in making it partially through the NV Legislature for the first time.



Supermodel Hanne Gaby Odiele comes out as intersex and partners with interACT! Media around the globe reported on the news, further launching intersex issues into mainstream vocabulary.





On Intersex Awareness Day (10/26), interACT and Human Rights Watch release a second report, *A Changing Paradigm*, highlighting the changing attitudes and conflicted feelings of medical professionals working with intersex children.

interACT hosts a youth strategic planning retreat in Phoenix, Arizona. 14 youth members worked together and created their vision for the program's future.

Executive Director Kimberly Zieselman participates in the Yogyakarta Principles Plus Ten in Geneva as an intersex expert contributing to the finalization of new human rights legal guidance regarding discrimination based on sexual orientation, gender identity, gender expression, and sex characteristics.



interACT Youth members are featured on the October cover of *Washington Post Magazine* with a full-length feature story on their life experiences.

interACT asks for support on #GivingTuesday, raising more than \$10,000 in grassroots donations in one day to support our mission.

The state of Michigan publishes our Intersex 101 guide in their statewide LGBTQ resource guide.

interACT staff participated in Outright Action International UN Advocacy Week and Out Summit in NYC.



Executive Director Kimberly Zieselman's Op-Ed is printed in *USA Today*, "I was an intersex kid who had surgery. Don't put other kids through this."

interACT staff and youth members deliver a flurry of presentations, articles, and video content in honor of Intersex Awareness Day on 10/26.

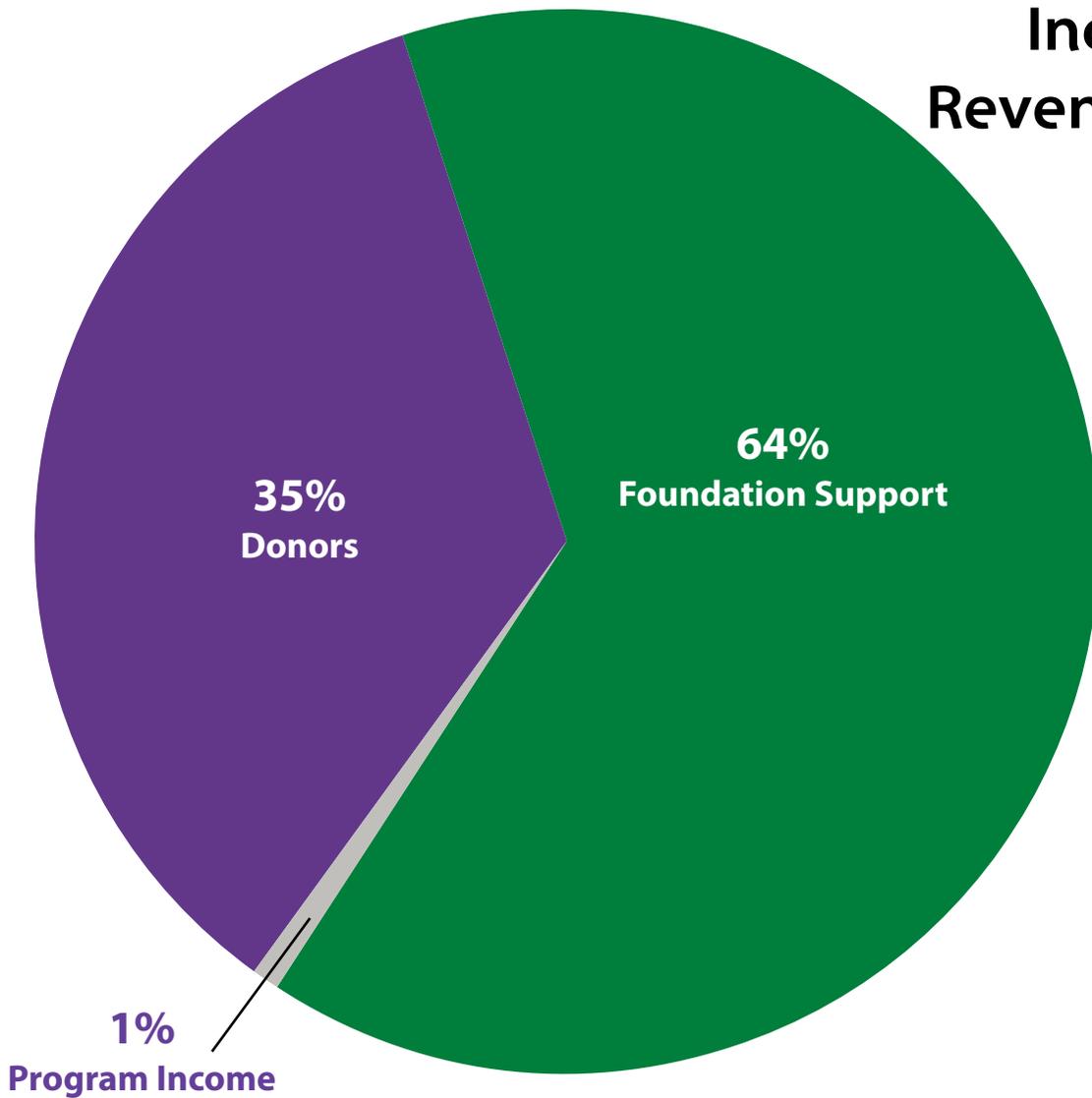


interACT and Human Rights Watch launch *I Want to Be Like Nature Made Me*: a ground-breaking report on harmful intersex medical interventions in the U.S.

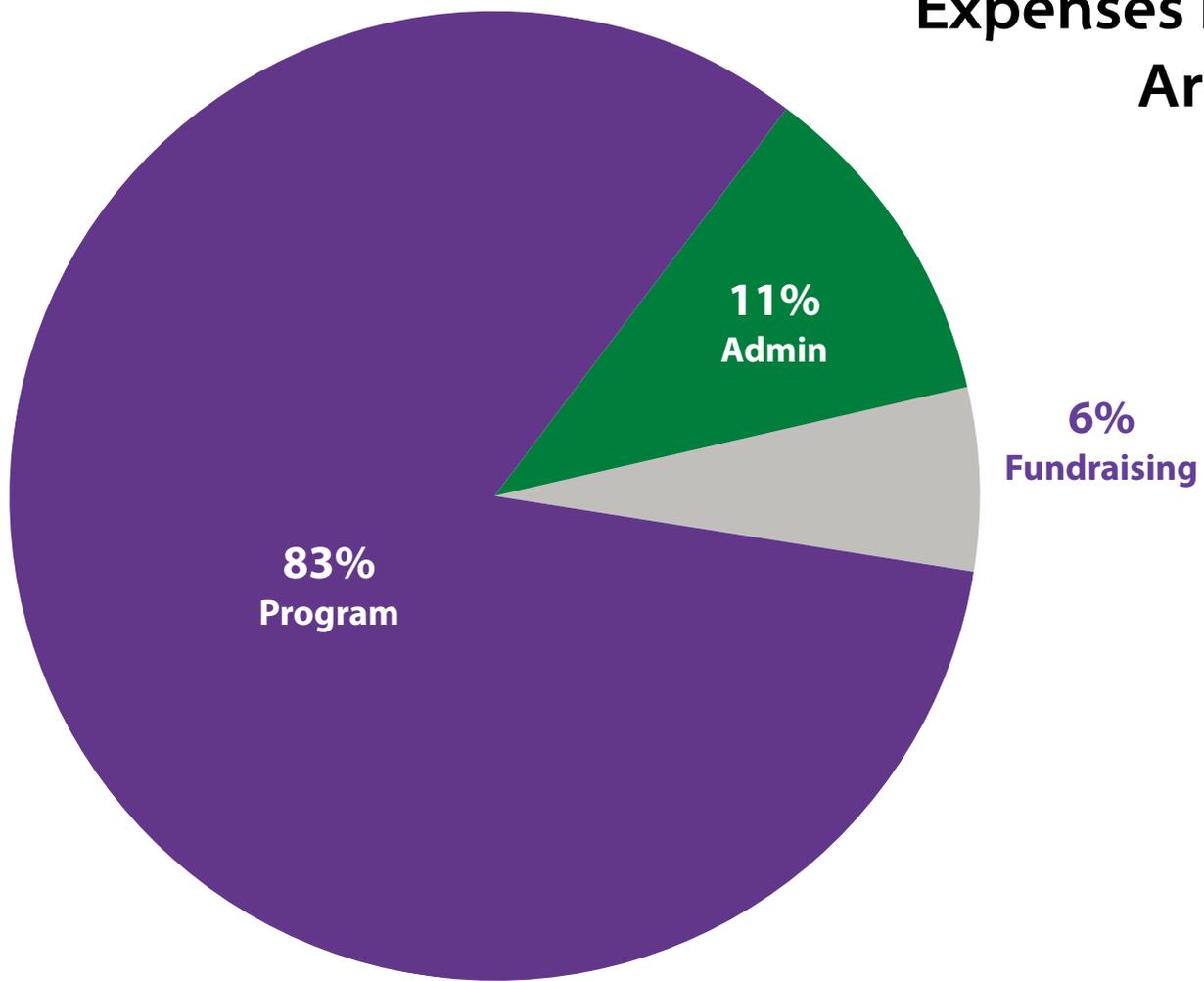


[2017 Financials]

**Income by
Revenue Type**



Expenses by Area





2017 was our biggest year yet for intersex visibility in the media! Our staff and youth members kept busy on all fronts:

interACT consulted with *National Geographic* on Katie Couric's "Gender Revolution" documentary that was released in February. Board president Georgiann Davis and Board member Eric Lohman appeared in the documentary. interACT contributed an [intersex viewing guide](#) that was released alongside the documentary.

We signed a consulting contract with Starfish Media to develop an intersex documentary series pilot.

Executive Director Kimberly Zieselman attended a GLAAD media training in New York City and wrote an [Op-Ed piece for USA Today](#).

One of our youth members, Maria Tridas, was featured in a beautiful [I'm From Driftwood](#) video about being intersex and queer.

We consulted with Equinox to create intersex representation in an [LGBTQIA+ pride video](#), which youth advocate Christa Whitlow narrated.





Here She Comes: Hanne Gaby Odiele

interACT supported supermodel Hanne Gaby Odiele in coming out as intersex in January of 2017. Hanne's story put a significant new spotlight on intersex visibility.

Hanne had been planning her big announcement for a long time. We started conversations with Hanne in 2015 about what she wanted to do to help the intersex community. At the end of 2016 through the first few weeks of January 2017, we prepared her for the big reveal! [USA Today](#) was the first to break the news followed by [Vogue Magazine](#). Over 30 major media outlets picked up Hanne's story, and in the month following her announcement interACT's Facebook followers almost doubled! interACT and Hanne's videos received over 600,000 views over the year, and the news was featured in 34 widely circulated articles. Hanne continues to work with interACT as an advocate for the rights of intersex children.



Washington Post Magazine

Ten interACT Youth members (Marissa, Arti, Ellie, Emily B., Jonathan, Hans, Koomah, Christa, Emily Q., and Stacey) appeared in the cover story of *Washington Post Magazine's* October issue, "[The intersex rights movement is ready for its moment](#)". interACT worked with journalists for months on this excellent awareness-raising piece centering the voices of young intersex activists.



Teen Vogue

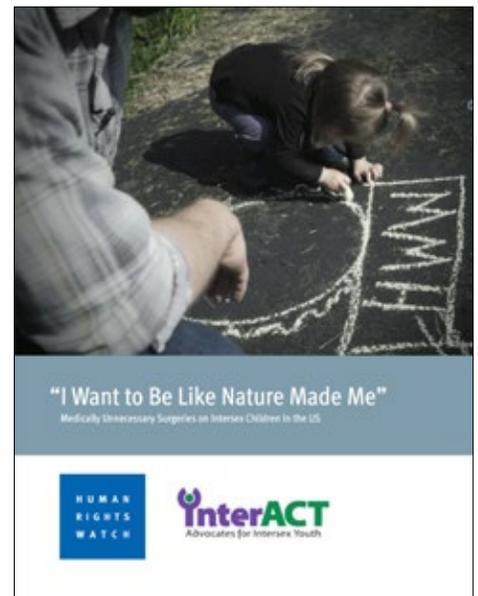
interACT Youth Coordinator Emily Quinn appeared in a [powerful Teen Vogue video series](#) with former Youth Coordinator and intersex activist Pidgeon Pagonis and model Hanne Gaby Odiele.



interACT's Law and Policy program aims to protect children born with intersex traits by promoting policy changes in medical practice, legislation, regulation, and the courts in the U.S. and beyond. Here is a sampling of what we helped bring about in 2017.

Data Is Here: Human Rights Watch Report

One of interACT's many exciting projects came to fruition in summer 2017 with the release of ["I Want to Be Like Nature Made Me"](#). interACT began working with Human Rights Watch (HRW) in order to investigate human rights violations against intersex people at the hands of the medical community. The results were released in July via a ground-breaking report documenting the experiences of intersex people, their families, and their physicians. The report represents a significant step toward addressing concerns of there being "limited data" in favor of deferring medically unnecessary surgeries. It has already had a huge impact on the intersex community as medical associations across the country are questioning their practices. The response from physicians who promote surgery on intersex infants has shifted from strident to defensive—they're starting to see that the end of nonconsensual surgeries is near.



Advocating Across the U.S. and Beyond

In 2017, interACT staff and youth members educated state-level authorities in 12 U.S. states and directly influenced policies of at least five of the nation's most influential medical associations. We also presented to hundreds of healthcare providers across the country, including the Societies for Pediatric Urology, Harvard Medical School, Duke, and the North American Society for Pediatric and Adolescent Gynecology. We presented at multiple medical conferences, including those held by the Societies for Pediatric Urology and the American Academy of Pediatrics.





Nevada's SB-408

interACT Board President Georgiann Davis, Board member Arlene Baratz, and Youth member Hans Lindahl all testified at the Assembly and Senate Hearings for Nevada's SB-408, a bill urging the delay of medically unnecessary, non-consensual genital surgeries on intersex children. The bill passed one house hearing and was shot down at its second, though it sets an important precedent as the first intersex-affirming legislative effort to pass any state-level legislative committee.



International Human Rights

Our participation is increasingly global. Executive Director Kimberly Zieselman traveled to Geneva to participate as an intersex expert in the finalization of the new "Yogyakarta Principles Plus Ten"— an important international human rights legal document that aims to protect people from discrimination on the basis of sexual orientation, gender identity or expression, and.... sex characteristics!



Kimberly also engaged with the global intersex community at the 4th annual International Intersex Forum in Amsterdam. Board member Arlene Baratz, MD and former Legal Director Anne Tamar-Mattis joined Human Rights Watch researchers at the I-DSD meeting in Copenhagen to educate international medical practitioners on the harms of early intersex surgeries.

Better Together: Supporting Our Transgender Friends... All the Way to the Supreme Court

interACT filed an [amicus brief](#) to the Supreme Court of the United States in support of Gavin Grimm's case in which a transgender student was denied access to the appropriate bathroom facility based solely on his being transgender. Our brief was the first of its kind, raising up the voices and testimonies of intersex youth in solidarity with our transgender friends. We were proud to support the ACLU in this important effort, and although the case ultimately was not heard by the Supreme Court, the lower courts relied on our briefs in their determination at the court of appeals level.





interACT Youth is our intersex youth advocacy group, providing young intersex peers with connection, leadership skills, and a platform to raise their voices. This is the heart and soul of our mission to honor intersex bodily integrity and autonomy in decision-making.



The increased visibility of the intersex community has led to an influx of interACT Youth members and an increase of requests for youth projects, speakers, and consultants.

interACT Youth began as a Tumblr blog six years ago. We've grown from just a handful of anonymous contributors to **over 50 youth advocates** in North America and beyond.

Our program needed to change to accommodate our increased visibility. In July 2017, we hosted our **largest intersex youth program development retreat** yet, with 14 youth in attendance.



interACT Youth members continue to raise awareness in support of intersex rights. We gained 17 new members in 2017. Of existing members, 35 of 48 participated in providing intersex education in the media or in a school or government setting.



1 interACT Youth advocates Jonathan, Emily, Ali, Arti, and Koomah hosted a standing-room only panel at the Creating Change Conference in Philadelphia, Pennsylvania.

2 interACT Youth Coordinator Emily Quinn presented in Washington, D.C. on a panel about stigma, alongside interACT Board president Georgiann Davis, former Board president Sean Saifa Wall, and former Youth Coordinator Pidgeon Pagonis.



3 Youth member Hans Lindahl spoke at Stanford Medical School with interACT Staff Attorney Sylvan Fraser.



4 Youth member Maria Tridas represented intersex issues on a Commission on the Status of Women Panel in New York City.

5 Youth member Jonathan Leggette was named a GLAAD Campus ambassador and a HRC Youth Ambassador!

6 Youth member Suz Temko (of XYSuz) put together an incredible set of graphics that were disseminated for Intersex Awareness Day.



7 interACT Youth member and board member Axel Keating spoke at Rutgers Robert Wood Johnson Medical School for their Gender and Sexuality Awareness Week.

[Our Donors]

Champion Donors (\$1,000 +)

Our Champion Donors make a fantastic commitment to interACT. Their gifts are \$1,000 or more each year and the difference that they make is immeasurable. Our sincerest gratitude goes out to our 2017 donors at this level.

Arlene Baratz

Carter Covington

Hanne Gaby Odiele

Jane Goto

Julie Greenberg

Rebecca Mascott

Lissa Moran

Meg Robertson

Amanda Saenz

Kevin Smeds

Susan Stred

Anne and Suegee Tamar-Mattis

Reid Williams

Elizabeth Reis

Ilene Wong

Kimberly Zieselman

Also, thanks to all of our donors who have given anonymously at all levels. Your quiet, consistent giving has made a great deal of difference in the work we do.

Guardian Donors (\$250-\$999)

Our Guardian Donors give at a level which keeps our work going. We are thankful every day for those who put their trust, and their gifts, in our hands so that interACT can work toward making the changes we want to see for intersex children.

Alice Alvarez
 Tamara Beck
 Violette Skye
 Chris Brown
 Frank Brown
 Bettina Brown
 David Cameron Strachan
 M. Laurie Cammisa
 Liz Chbosky
 Katie and Sam Dalke
 Georgiann Davis

Tiger Devore
 Milton Diamond
 Emily Doskow
 Linda Gebroe
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 Paul Irving
 Emilie Knight
 Kyle Knight
 Bo Laurent
 Jonathan Leggette

Lynnell Long
 Charles Mascott
 Ted and Mary Mascott
 Chris Quinn
 Jacob Richards
 Sandra Rico
 Eleanor Sol
 Barbara B. Taylor
 Angela Thomas

Sustaining Donors

Sustaining donors give on a consistent basis, understanding that interACT can achieve more if we know what funding we can depend upon. Most give monthly, some quarterly or even annually, but knowing that this funding is around the corner helps to keep our programs active and on track. A special thank you goes out to these 2017 donors and their planned, recurring gifts.

Arlene Baratz
 Tamara Beck
 Jonny Violette Skye
 Chris Brown
 Georgiann Davis
 Tiger Devore
 Liz Dietsch
 Emily Doskow
 Carolyn Edwards
 Christine Fraser
 Maud Gorissen
 Arin Hilton
 Amanda Hinrichs
 Kyle Johnson

Eric Lohman
 Lynnell Long
 Bill Lorenz
 Rebecca Mascott
 Eliana Peck
 Jacob Richards
 Meg Robertson
 Christina Tricou
 Karen Walsh
 Paul Waltman
 Ali Webster
 Nina Williams
 David Youngblood

Thank **You**



To Our Community and Allies

The intersex community is a global community. We are forever grateful to those who have supported our work financially, and with attention, effort, and time, and to our fellow intersex organizations and grassroots organizers across the globe. interACT is committed to transparency and to responding to our community's needs. We look forward to continuing to build a movement with all of you.

A special thanks to our friends at Human Rights Watch, Creager Cole Communications, the MAP Project, and Women Management.

2017 Foundation Grantors



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Fueling the LGBT Movement



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Liberty Hill Queer Youth Fund
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To Our Volunteers

Members of our Medical Advisory Group (Arlene Baratz, Chair)

Volunteers and Interns:

Natalie Mulkey
Priyanka Nadar
Vivian Durra

Nonprofit Litigation Partners

David Dinielli, Kristi Graunke, Chinyere Ezie, Rachel Grossman, and Morris Dees of the Southern Poverty Law Center
Dru Levasseur of Lambda Legal
Chase Strangio of the American Civil Liberties Union

Pro Bono Legal Partners

Kenneth Suggs, Jacob Raehn, and Darla Cain of Janet, Jenner & Suggs, LLC.
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