



Advocates for Intersex Youth

ANNUAL REPORT 2018



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2018 Staff



Director of Law & Policy
Alesdair Ittelson, JD
(he/him)



Executive Director
Kimberly Zieselman, JD
(she/her)

Staff Attorney
Sylvan Fraser, JD
(they/them)



Communications & Outreach Director
Hans Lindahl
(she/they)



Youth Program Manager
Amanda Saenz
(they/them)



Marketing Consultant
Q. Ragsdale
(he/him)



Operations Consultant
Bill Lorenz
(he/him)



Advocacy Strategy Consultant (April-June)
Alicia Weigel
(she/her)



Getting Ready for Serious Organization!



Executive Administrative Assistant
Laurie Iria
(she/her)

interACT welcomes Laurie Iria as full-time Executive Assistant to our Executive Director. She joins us from the Boston area and has been a great support to the whole team. We're so glad to have her on board!

interACT has always been a small and efficient team. An all-remote workforce makes our administrative overhead budget significantly smaller than most organizations! With Laurie on board, our operations and logistics will be streamlined like never before. This change will allow our other staff more capacity for critical mission-focused work.

INTERSEX YOUTH STEP UP

interACT brought on three new full-time staff in 2018, two of whom are interACT Youth members. Hans Lindahl and Amanda Saenz joined staff as part-time Youth Coordinators in January, moving up to distinct full-time positions in May.

Hans serves as interACT's Communications & Outreach Director, which includes a focus on youth program integration in communications. They have been an interACT Youth member for over three years, during which time they worked in web development, communications, and event operations. Hans has spoken on intersex issues at universities, medical conferences, and numerous queer comic arts festivals.

Amanda serves as interACT's Youth Program Manager. They have been an interACT Youth member for over four years, and their credits include starring as the first intersex person to play an intersex role on television, via MTV's *Faking It*. Amanda is a recent graduate of the University of Washington, with interests in gender studies and philosophy.



Oh The Places She'll Go

This year we said farewell to our beloved Youth Coordinator Emily Quinn, who has decided to pursue other opportunities after three years on staff. Emily jump-started interACT Youth and made huge strides for intersex awareness through her work in the media, including on MTV's *Faking It*, where interACT consulted on TV's first intersex main character.

Emily remains an active Youth member, though she will be missed on staff! She's already off to big and bright things, ending her 2018 by educating on the TED stage.

Thank you, Emily, for your dedication to interACT. We're so excited to see what you have in store for 2019. **xoxy**

2018 Board of Directors



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Georgiann Davis, PhD



Vice President
Lynnell Stephani Long



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Julie Greenberg, JD



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Karen Walsh



Arlene Baratz, MD



Axel Keating



Eric Lohman, PhD



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(Emeritus)



Reid Williams



I.W. Gregorio, MD

Message from the Executive Director



Being born with healthy bodily differences should not put children at risk of harm. But it does. Every. Single. Day. Doctors are operating on healthy infants and children in an attempt to erase their intersex traits, and with the support of a growing number of individuals and organizations interACT is working tirelessly to end these human rights abuses.

Supporters helped make 2018 one of interACT's most powerful years yet. We released a comprehensive #4intersex education toolkit, co-authored a groundbreaking hospital policy guide, hired new staff to support communications and intersex youth programming, consulted on or authored over 75 pieces of media with hundreds of thousands of impressions, and passed the first ever legislation supporting intersex bodily autonomy in the United States: California's SCR-110.

The lifelong physical and emotional impact of intersex surgery performed without informed consent is devastating and completely avoidable. interACT is on the front lines fighting to change laws and medical policies to protect intersex children's bodily autonomy and is working hard to raise awareness to put an end to this abuse. I am so proud of interACT staff, Youth members, and board members and grateful to all of our donors and allies who lift up our work and get us closer our goal.

XOXY,

Kimberly Zieselman

2018 By the Numbers



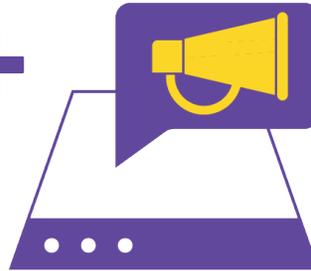
\$14,466

DOLLARS RAISED IN ONE DAY

by interACT followers and supporters for #GivingTuesday

86+

PIECES OF MEDIA COVERAGE



written by or featuring interACT staff, board, and Youth members



77

TIMES CALIFORNIA LEGISLATORS VOTED "AYE!"

to support the bodily autonomy of intersex youth! (versus 31 against, and 11 abstaining or undecided)

\$14,466

DOLLARS RAISED IN ONE DAY

by interACT followers and supporters for #GivingTuesday

43

INTERSEX TALKS, PRESENTATIONS, AND PANELS



given by staff and Youth advocates



OF COMMUNITY SURVEY RESPONDENTS

said state and federal level legislation against non-consensual surgeries should be interACT's top 2019 priority (by far the highest ranked choice)



5,000

NEW FOLLOWERS ON SOCIAL MEDIA

(Increases of 25%, 41%, 81% on Fb, Twitter, and Instagram, respectively)



1

HISTORIC PIECE OF LEGISLATION PASSED

NEW ADVOCATES JOINED INTERACT YOUTH





interACT Youth members Emily and Jonathan represent and educate about intersex at Human Rights Campaign's Time to Thrive conference

Executive Director Kimberly presents at the United Nations Panel on the Interconnection Between Human Rights of LGBTI People and Health Outcomes, "Born Perfect" for the American Academy of Psychologists



interACT staff launch the #4intersex ally education campaign with a Friendraiser event in New York City. Allies sign up to join an advocacy mailing list. 4intersex.org is a new comprehensive toolkit

Kimberly presents on the inclusion of sex characteristics in the update to the Yogyakarta Principles to the United Nations LGBTI Core Group

Annual Board and Staff Planning Retreat in Boston

interACT participates in two United Nations panels: on Human Rights Principles for the Treatment of Rural LGBTI Women and People, and Gender Stereotyping



California's SCR-110 is introduced for the first time in the legislature



interACT leadership attends the National Institute of Health's workshop on Sex and Gender Minorities to advocate for intersex community involvement in all projects

Alesdair and Kimberly provide training to clinicians at Callen-Lorde Health Center in New York

Intersex supermodel Hanne Gaby Odiele speaks on intersex rights at the Teen Vogue Summit, alongside a packed lineup of national social justice leaders



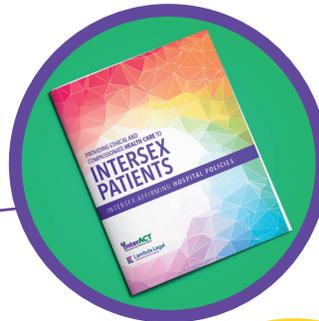
2018 At a Glance

January - June

interACT presents at the largest intersex support group meeting in the U.S., combined with a staff planning retreat including racial justice training with Race Forward



interACT and Lambda Legal's hospital policy guide, *Providing Ethical and Compassionate Health Care to Intersex Patients*, is released and distributed



interACT Youth members participated in the #4intersex education campaign, receiving stipends to give Intersex 101 talks in their communities



California's SCR-110 becomes the first legislation explicitly affirming intersex human rights to pass anywhere in the United States

Kimberly and Alesdair provide training to clinicians at Fenway Community Health Center in Boston

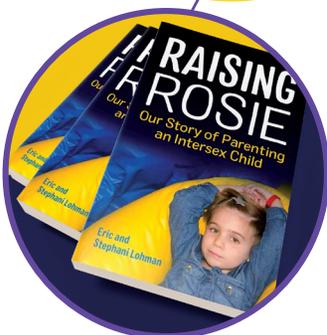
interACT Attorney Sylvan and Youth and Board member Axel attend CUNY's Convening on the drafting of a new UN Crimes Against Humanity Treaty

interACT's supporters make #GivingTuesday a huge success, smashing last year's donation goal to raise over \$14,000

Executive Director Kimberly testifies at the Massachusetts Medical Society's annual meeting in support of an intersex resolution launched by medical students

July August September October November December

Board member Eric Lohman, with Stephani Lohman, release *Raising Rosie*, the first book to detail a family's journey raising an intersex daughter after resisting cosmetic clitoral surgery



Alesdair presents at the National LGBTQ Bar Association in New York

Kimberly presents Intersex in the Workplace webinar for global corporate audiences in partnership with General Electric

Executive Director Kimberly speaks on a panel at the American Psychological Association's annual meeting in San Francisco



interACT takes over the media for #IntersexAwarenessDay and #WontBeErased, with over 50 pieces of national coverage, 20 of which featured or were written by interACT Youth members

interACT's legal team participates in a nationwide convening of LGBTQ legal advocates and educates participants on how to best serve the needs of the intersex community

Alesdair represents interACT as a member of the Council for Global Equality, an organization of international activists, foreign policy experts, philanthropists and corporate officials, to encourage a stronger American voice on global LGBT and intersex human rights concerns

Our legal team allies with top human rights and policy organizations worldwide to advance intersex rights and raise up the voices of intersex youth. Together with our partners, we made 2018 the biggest year for intersex policy progress yet.

SCR-110 Is On The Books

SCR-110, our resolution affirming the bodily autonomy of intersex youth, became an official resolution of the State of California in August 2018 and is the first successful legislation in U.S. history to explicitly name the harms of non-consensual cosmetic medical interventions on intersex people. Legislators voting in support of SCR-110 recognized the human rights of intersex people and added their voices to the chorus of those asking for delay of any procedure that is not medically necessary until an intersex person can provide their own informed consent.

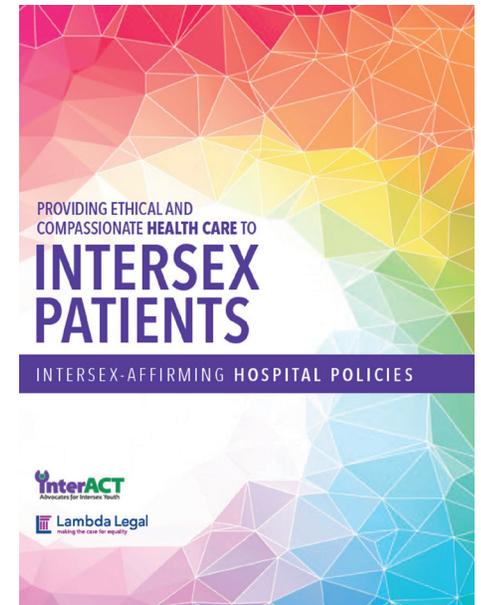
interACT co-sponsored SCR-110 with California State Senator Scott Wiener (D-SF) and Equality California. Many prominent human rights, children’s rights, and LGBTQIA+ organizations also supported the cause, including Lambda Legal, Human Rights Watch, PFLAG, The ACLU, The Trevor Project, The Children’s Advocacy Institute, AIS-DSD, NCLR, GLMA, and others.

Staff, board, youth members, and allies took numerous trips to Sacramento, meeting 1:1 with dozens of lawmakers and attending four different committee hearings before a final decision was made. SCR-110 sends a critical message, and we are tremendously proud of everyone involved.

A Guiding Light for Intersex Medical Care

interACT was on the front lines of medical education in 2018. With our partners Lambda Legal and Proskauer Rose LLP, we created the first ever Intersex-Affirming Hospital Policy Guide. The guide was born from interviews with top medical allies and intersex individuals, centering their experiences throughout every page. The guide is a blueprint for institutions to provide sensitive, affirming care to intersex people.

interACT distributed the guide to hospitals nationwide in late 2018 and is seeking an institution to commit to being a first adopter. The guide is already being used in advocacy efforts in three major institutions with DSD clinics.



This year we congratulate Law & Policy Director Alesdair Ittelson for being named a top LGBTQ attorney under 40 by the National LGBT Bar Association.

interACT earned over 85 pieces of media coverage in 2018, many due to the efforts of interACT Youth members. This was our biggest year ever for visibility, thanks to partnerships with top LGBTQIA+ media and education organizations like OUT, them., and GLSEN.

In June, Hanne Gaby Odiele spoke on intersex rights at the Teen Vogue Summit, a gathering of thousands of the country's top and upcoming youth social justice advocates.



Partnerships with outlets like MIC, NBC, and them. resulted in high-quality video content telling a range of intersex stories.

The #4Intersex Campaign



interACT launched the #4intersex campaign in spring of 2018 with the goal of increasing ally education and involvement. The website, 4intersex.org, offers a complete toolkit with documents such as "Ally Do's and Don'ts" and a language sensitivity guide.

The campaign kicked off with a "friendraiser" event in New York City attended by Hanne and queer organizing group Voices4.

Resources from the toolkit have been shared over 4,500 times on social media, reaching over 500,000 people.



#WontBeErased

In fall 2018, the *New York Times* announced a leaked Trump Administration HHS memo proposing narrow, inaccurate definitions of sex and gender that would erase intersex, transgender, and gender nonconforming people. interACT released a statement on behalf of the intersex community denouncing the memo in solidarity with transgender and gender nonconforming peer organizations. Our statement was shared on social media by thousands, including transgender activist Laverne Cox.

interACT's editorial denouncing the memo, in partnership with Trans Lifeline and the National Center for Transgender Equality, was published by *The Advocate*. Youth member Alicia Weigel penned a *New York Times* op-ed. interACT communications staff worked with other top media outlets to ensure intersex representation in the national discussion.



“Intersex people have historically been erased by unnecessary shame, stigma and non-consensual medical intervention. Increasingly we’re speaking out and fighting back, and today louder than ever and in solidarity with our trans and gender non-conforming peers.”

—Kimberly Zieselman, Executive Director



Intersex Awareness Day

2018's Intersex Awareness Day was a media blitz. interACT staff, board, and youth wrote or were featured in over 14 major stories from outlets including NBC, the BBC, and Reuters.

Staff and Youth members headed to New York City for the big day, October 26th. Youth member Johnny and Youth member and Program Manager Amanda coordinated a takeover of *OUT Magazine's* Instagram, spreading intersex education in the center of Times Square.

Youth members marched through the rain in support of a protest by the Intersex Justice Project and queer advocacy group *Voices4*. Over 100 people, including several names in LGBTQ+ media advocacy, marched on Weill Cornell to denounce Dix Poppas, a leading practitioner and advocate of cosmetic clitoral reduction surgery on minors. He, like so many other physicians, continues to ignore the call from every intersex-led organization in the world to defer surgery.



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.

Doubling Down on Peer Support: iSpace

This spring, in response to the youth community, interACT launched iSpace, a peer support Facebook group exclusively by and for intersex youth 13-29. This type of online space had not previously existed. The group's 60+ members come from all countries and backgrounds. The space allows youth to discuss issues in their lives that only intersex peers may understand.

Support is necessary for advocacy. This year we also partnered with intersex mental health provider Niki Khanna to provide guided discussion sessions for our interACT Youth members.

Community Education

interACT was there to support intersex youth in spreading awareness in 2018. Surrounding Intersex Awareness Day, Youth members received training and stipends to educate their communities in the U.S. and beyond with our #4intersex campaign resources.

Youth member Erin translated our educational slide deck into Croatian, and his work may be one of the first intersex resources in the language!

Youth Know Best

Communications and program staff teamed up to conduct an extensive climate survey of 30+ youth members in September. The results will inform 2019 planning, and hopefully drive funding for a 2019 youth retreat.

In the past few years, Youth members in their teens and twenties have spread their wings, pursuing independent advocacy projects and even starting organizations in their own countries. Our collective provides support, training, social activities, and a space for these voices to join together.



River, Los Angeles, California

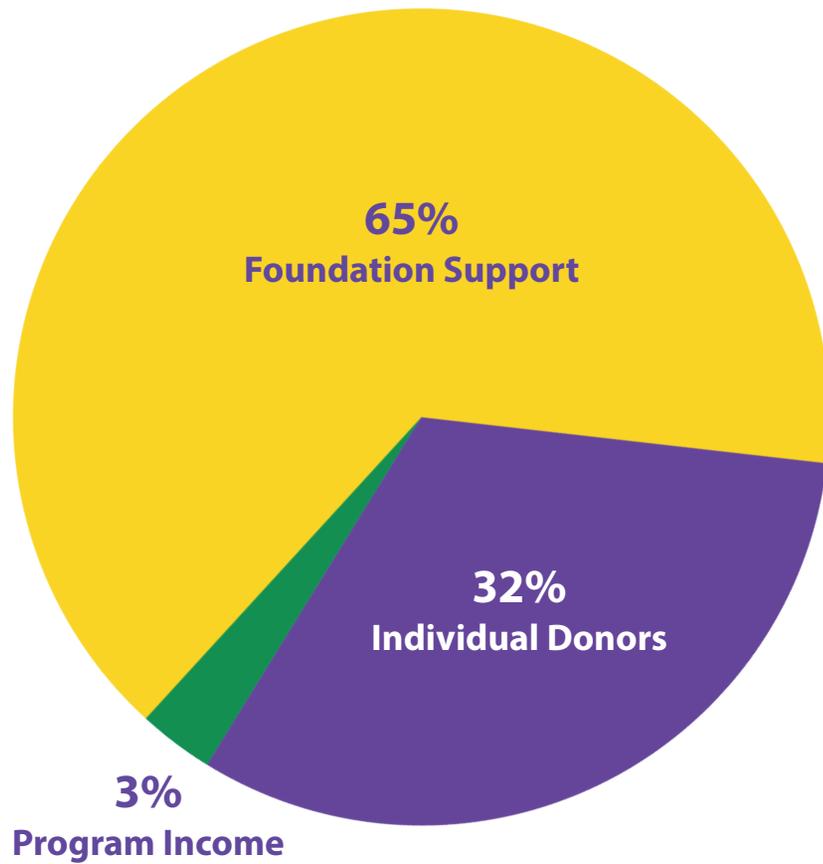


Banti, Massachusetts

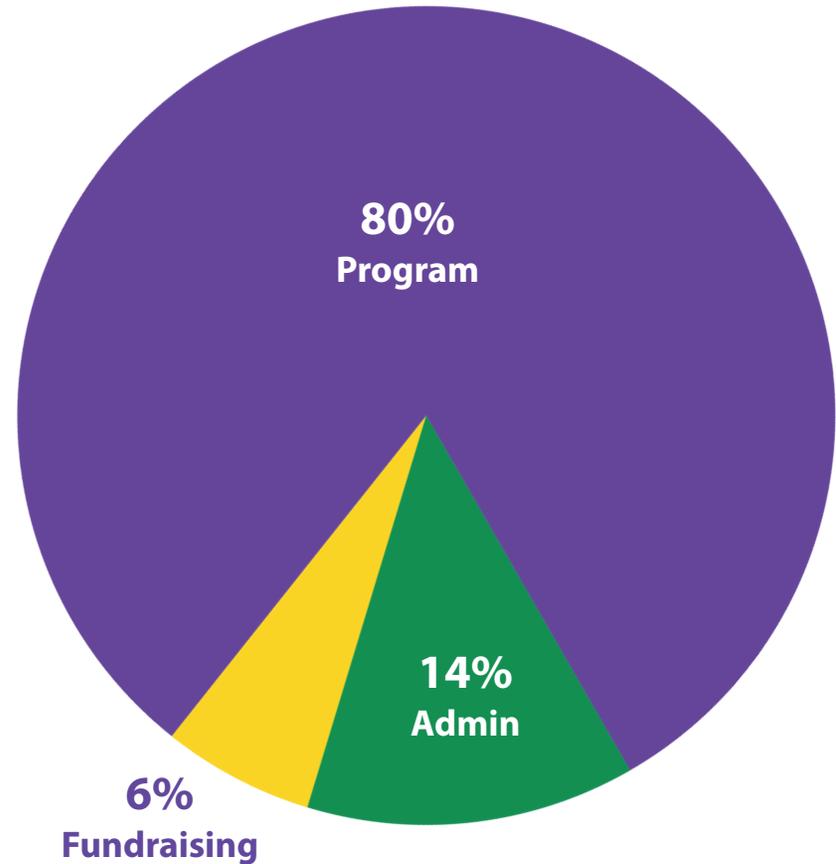


Erin, Croatia

Income by Revenue Type



Expenses by Area



To Our 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 donors at this level.

Anne & Suegee Tamar-Mattis
Anonymous
Anonymous
Arlene Baratz, MD
Carter Covington
Daniel and Elizabeth Ryan

Ilene Wong, MD
Jeremy Guttman & Aaron Samuel
Breslow
Julie Greenberg, JD
Katie & Sam Dalke
Kevin Smeeds & Lissa Moran

Lynn Hunt, MD
Peter Tannen & David Strachan
Rebecca Mascott
Reid Williams
Susan Stred, MD
Theresa Duberville

To Our 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.

Andrea Irvin
Anonymous
Anonymous
Barbara Taylor
Bettina Brown
Char Weigel
Chris Baratz
Cynthia Robertson
Dana Beyer
Eden Atwood

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Emily Doskow, JD
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Linda Gebroe
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Mr. Charles Mascott
Robert Guild
Tamara Beck
Ted and Mary Mascott
Wazir Woods

Thank You

To Our 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 2018 donors and their planned, recurring gifts.

Ali Webster

Amanda Meegan

Arin Hilton

Arlene Baratz

Bill Lorenz and Nelson Galdamez

Carolyn Edwards

Christina Tricou

David Youngblood

Eliana Peck

Emily Doskow

Eric and Stephani Lohman

Georgiann Davis

Jacob Richards

Jesse Vernon

Katherine Ingersoll

Kathleen Johansen

Katrina Karkazis

Katrina Thies

Kyle Johnson

Lauren Gill

Lynnell Long

Maud Gorrissen

Meg Roberston & Sheila Jaswal

Paul Waltman

Rebecca Mascott

Tamara Beck

To Our 2018 Grantors



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.

To Our Volunteers

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

Volunteers and Interns

Natalie Mulkey
Priyanka Nadar
Casey Poore

Pro bono legal partners

Darla Cain of Janet, Jenner & Suggs, LLC.
Jacob Raehn
Kenneth Suggs
Patterson Belknap Webb & Tyler, LLP
Proskauer Rose, LLP

Nonprofit partners

Chase Strangio, Elizabeth Gill, and Amanda Goad of the American Civil Liberties Union
David Dinielli, Kristi Graunke, Chinyere Ezie, Rachel Grossman, and Morris Dees of the Southern Poverty Law Center
Dru Levasseur and Currey Cook of Lambda Legal
Equality California
Houston Intersex Society
Human Rights Watch
Lambda Legal
OutRight Action International
The American Civil Liberties Union
The Intersex Justice Project
The Southern Poverty Law Center
Voices4



interACTadvocates.org



365 Boston Post Road Suite 163 Sudbury, MA 01776
info@interactadvocates.org | 707-793-1190