



# **2020 ANNUAL REPORT**

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# 2020 Staff

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**Kimberly Zieselman, JD**  
Executive Director  
*she/her*



**Alesdair H. Ittelson, JD**  
Director of Law & Policy  
*he/him*



**Sylvan Fraser, JD**  
Staff Attorney  
*they/them*



**Hans Lindahl**  
Director of  
Communications &  
Outreach  
*no pronouns*



**Bria Brown-King**  
Director of Engagement  
*they/them*



**Amanda Saenz**  
Youth Program Manager  
*they/them*



**Becki Pine**  
Director of Individual &  
Major Gifts  
*she/her*



**Bill Lorenz**  
Operations Consultant  
*he/him*

# Staff Profile! Bria Brown-King (they/them)



**Bria Brown-King** is a Black, queer, intersex, and non-binary person from Harrisburg, Pennsylvania, currently living in Tulsa, Oklahoma. Bria got their start in intersex advocacy when they became an interACT Youth advocate back in April 2018. Bria joined the Youth program to connect with and learn from their intersex peers, increase their own self-efficacy, and learn skills that would help them develop their voice as an intersex advocate.

Bria's passion for advocating for socially marginalized youth started in 2017 when they joined Dial/Self AmeriCorps in Greenfield, Massachusetts after graduating college in 2016. Dial/Self played a pivotal role in laying the groundwork and providing the essential foundation that introduced Bria to social justice and intersectionality. Through their work with AmeriCorps, Bria served as an advocate for youth in the foster care system. Eventually, Bria became an advocate for youth who were experiencing homelessness and navigating bureaucratic systems that posed barriers to their safe transition to adulthood.

When Bria joined interACT Youth, they had experience advocating for others, but not for themselves. That quickly changed. Shortly after, Bria was given the opportunity to write their first testimony for California's SCR-110 in June 2018. This was their first time sharing their story in such a public way. Not long after that, Bria sat down for their first-ever **interview** with Rewire News in August 2018 to talk about their experience with genital surgery as a child.

These different experiences allowed Bria to get a glimpse of their potential, and they were ready to dedicate themselves to intersex-related work. In May 2019 Bria became interACT's Communications Intern, working under the mentorship of Hans Lindahl, Director of Communications and Outreach, who Bria says inspired them greatly. Bria worked as an intern while they were completing their master's degree in nonprofit management and philanthropy at Bay Path University and working for the Boys and Girls Club of Delaware. You can read more about Bria's experience as an intern **on our blog**.

Following their internship, interACT brought Bria on full-time in a new Program Coordinator position to help keep interACT's programs running smoothly and in unity. Bria quickly excelled in their role. They willingly took on opportunities to learn and grow both professionally and personally, and continuously stepped outside of their comfort zone. Bria exemplified courage and self-determination throughout their career with interACT.

Bria's work ethic did not go unnoticed. In October 2020, they were promoted to become interACT's very first Director of Engagement: working to build and cultivate relationships with stakeholders, educate varied audiences, and raise awareness about intersex issues.

Bria's favorite thing about this role is that it has helped them conquer their fear of public speaking while also allowing them to interact with people all over the world who are interested in learning more about intersex issues and how to become better allies to intersex people.

**"I come to work feeling inspired and motivated in a way I've never felt before finding the intersex community and connecting with interACT."**

Bria continuously pays homage to and feels gratitude for the intersex activists who crawled and walked so that Bria could run. Now, Bria runs so that future generations of intersex people can fly high and free from stigma and harm.

In their free time, Bria enjoys weightlifting and being a new plant parent and cat parent to their furbaby named Milo. They serve on multiple advisory boards, representing intersex people nationally and internationally.

# 2020 Board of Directors

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**Julie Greenberg, JD**  
President  
*she/her*



**Axel Keating**  
Vice President  
*they/them*



**Elizabeth Reis, PhD**  
Secretary  
*she/her*



**Eric Lohman, PhD**  
Treasurer  
*he/him*



**Karen Walsh**  
*she/her*



**Reid Williams**  
*he/him*



**Arlene Baratz, MD**  
*she/her*



**Kristina Turner**  
*she/her*



**Ilene Wong, MD**  
*she/her*

# 2020 Board of Directors

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## WELCOME, NEW BOARD MEMBERS!

We welcomed four outstanding new board members in 2020:



**Catherine Clune-Taylor, PhD** (she/her), a feminist scientist and technology studies scholar. Catherine earned her PhD in Philosophy at the University of Alberta with a dissertation studying the science, ethics, and politics behind the “disorders of sex development” treatment model. She is currently working on a book focusing on efforts to secure “cisgendered futures,” referring to an abstract trajectory of development in which multiple sex and gender variables remain in “coherent” alignment.



**Niki Khanna, MA, MFT** (she/her), a psychotherapist and educator in the San Francisco Bay Area whose work focuses on queer, transgender, and intersex communities. Niki is also a certified Sexual Health Educator and has spent over 20 years working in sex education, sexual assault and rape prevention education, as well as intimate partner violence prevention education. She identifies as femme, intersex, and a person of color.



**Aaron Samuel Breslow, PhD** (he/him), a Licensed Clinical Psychologist and a lifelong advocate for intersex, transgender, and queer liberation. Aaron teaches future healthcare providers how to conduct culturally competent, evidence-based care with intersex and transgender communities. As a healthcare advocate, Aaron serves on gender task groups within the American Psychological Association, American Psychiatric Association, American Medical Association, American Counseling Association, and the Medical School Pride Alliance. Through these roles, he hopes to democratize medical decision-making processes and shift power back into the hands of intersex folks.



**Bonnie Scranton, LCSW, CST, CSE** (she/her), a licensed clinical social worker and AASECT certified Sex Therapist and Sexual Health Educator. In her role as the mental health clinician on a multidisciplinary team at Connecticut Children’s Medical Center, Bonnie serves families and children with a range of intersex traits and offers connections to peer support communities. She is the proud mother of an intersex young adult and is honored to welcome and support families in ensuring the right of every child to an open future.

# Message from the Executive Director

Wow. **2020** was a challenging year for so many reasons. A deadly global pandemic and economic crisis combined with a contentious presidential election and heightened racial injustice and more murders of black and brown people across the U.S. made last year like no other. It was impossible to be human and not be negatively impacted. It certainly affected me and our entire interACT family of staff, board, and youth advocates. Like everyone else, we struggled. But we also came together and supported each other, adjusting schedules and expectations and encouraging each of us to take care. We also looked after our community by developing new Covid resources and publishing an open letter featuring anti-racism resources.

I am incredibly proud of our team for not only surviving 2020, but actually thriving! interACT celebrated many achievements and made significant, even historic, progress towards a better world for intersex youth. We did so in collaboration with a number of key allies for whom we are most grateful. Together with the Fenway Institute's National LGBTQIA+ Health Education Center, we published the first-ever **Primary Care Guide to Intersex-Affirming Care**. Additionally, we partnered with Out & Equal to publish a new **Guide to Supporting Intersex Inclusion in the Workplace**. interACT staff also co-authored the **first-ever national study** on the physical and mental health of intersex adults in the U.S. Finally, we published a new **Guide to Intersex Data Collection and Question Design** to service the many increasing inquiries we are receiving from a variety of thoughtful stakeholders.

In addition to creating intersex-affirming resources, interACT was also hard at work supporting intersex legislative efforts across the country behind the scenes, attending key meetings and even official public hearings virtually. Perhaps the biggest progress made last year, however, was the **announcement of changes in medical practice at two different premier pediatric hospitals: Boston Children's and Lurie in Chicago**. After years of collaboration with activists and allies on the ground in both cities, we now have some concrete changes to point to directly related to ending medically unnecessary surgeries on intersex infants. While these policy announcements were far from perfect, they indicate a sea change in pediatric medical care for intersex children. There will be more changes to come, in part thanks to the exciting inclusion of a new question on intersex surgeries on the Human Rights Campaign's Healthcare Equality Index survey that goes to hundreds of hospitals across the U.S. interACT is proud and thankful to have obtained this new advocacy tool for patient-centered medical policy!

On a personal note, last year I launched my first book, **XOXY**, sharing my intersex story and rise to activism, with the goal of raising awareness and building bridges in support of intersex justice. (All proceeds are being donated to interACT.) On behalf of interACT, thank **you** for your support. You are making a huge impact by contributing to our ground-breaking work.

XOXY,

Kimberly

# 2020 at a Glance

## January



interACT staff and board gather for our annual planning retreat



Staff, Youth members, and allies testify at California's SB 201 hearing



Staff testify before the New York City Council's Committee on Hospitals to lay the groundwork for Int. 1748

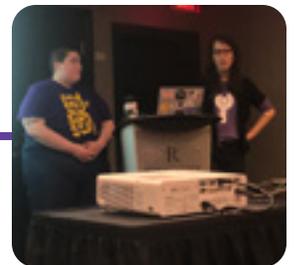
## February



Executive Director Kimberly and Law & Policy Director Alesdair speak at the NYC LGBTQ Rights Bar Association Committee meeting



interACT Youth members participate in HRC's Time to Thrive Conference in Washington, D.C.

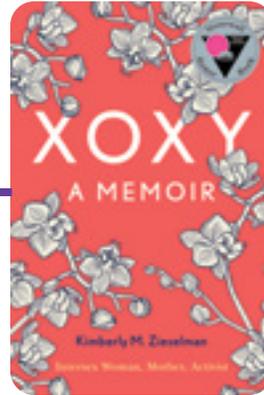


Law & Policy Director Alesdair speaks at the Peter A. Allard School of Law for The Canadian Bar Association of British Columbia

## March



Staff attorney Sylvan, interACT Youth member Mari, and Board member Niki meet with the California Surgeon General's office to discuss surgery on intersex infants



Executive Director Kimberly releases her award-winning memoir titled **XOXY**

## April



interACT publishes a new **Covid-19 resource** for the community



interACT submits an **amicus brief** to the Ninth Circuit in support of the plaintiffs challenging Idaho's anti-trans youth sports law

## May



interACT publishes a **Know Your Rights Guide** for intersex people seeking medical care



Our successful Spring Appeal raises over \$30k in generous donations

## June



interACT honors Juneteenth by launching advocacy microgrants, giving priority to Black intersex youth & youth working on racial equity projects



interACT releases an **open letter** addressing interACT's responsibility and commitment to anti-racism and shares anti-racism resources with followers

## July

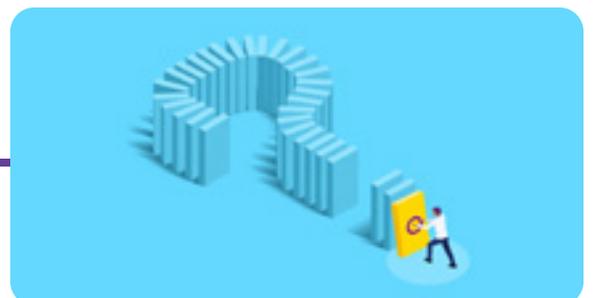


Lurie Children's Hospital makes a public apology to past patients and promises to end certain types of intersex surgery

## August



Together with The Fenway Institute, interACT publishes the first-ever **guide to intersex-affirming care for primary care providers**



interACT publishes a much-needed **guide to intersex data collection and question design**

## September



interACT announces the first two recipients of the intersex youth advocacy microgrants

## October



Boston Children's Hospital pledges to stop performing clitoral and vaginal surgeries on intersex infants



interACT teams up with Out & Equal to create an employer-focused **guide to intersex inclusion in the workplace**

### PLOS ONE

#### RESEARCH ARTICLE

#### A national study on the physical and mental health of intersex adults in the U.S.

Amy Rosenblatt-Wick<sup>1,2</sup>, Suzanne Turner Miller<sup>1,3</sup>, Andrew B. Stein<sup>4,5</sup>, Katherine B. Sauer<sup>6</sup>, Alexander Walker<sup>7</sup>, Kimberly Goodwin<sup>8</sup>, Jason D. Platt<sup>9,10</sup>

<sup>1</sup> Institute for Health and Aging, School of Nursing, University of California San Francisco, San Francisco, California, United States of America, <sup>2</sup> interACT<sup>1</sup>, Advocates for Intersex Youth, Sudbury, Massachusetts, United States of America, <sup>3</sup> Endocrine Department, Department of Endocrinology and Metabolic Diseases, University of California, San Francisco, United States of America, <sup>4</sup> Department of Psychiatry, University of California, San Francisco, United States of America, <sup>5</sup> Institute for Health and Aging, University of California, San Francisco, United States of America, <sup>6</sup> Department of Psychiatry, University of California, San Francisco, United States of America, <sup>7</sup> School of Public Health, Institute for Environmental Studies, University of California, San Diego, San Diego, United States of America

\* Amy Rosenblatt-Wick is equal contributor

interACT Staff and Medical Advisory Board joined UCSF researchers to publish the largest **study** to date examining the physical and mental health of intersex adults in the U.S.

## November



interACT announces Lois Whitman as the 2020 recipient of the **Anne Tamar-Mattis Intersex Ally Advocacy Award**

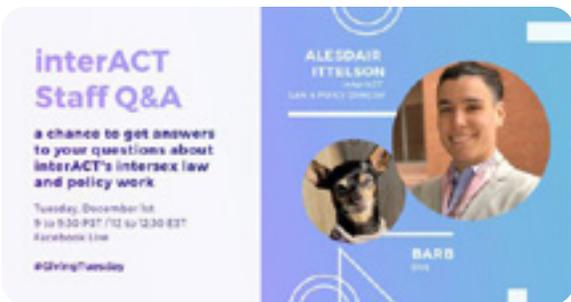
## December



Human Rights Campaign adds intersex surgery policy as a benchmark on their **Healthcare Equality Index hospital survey**



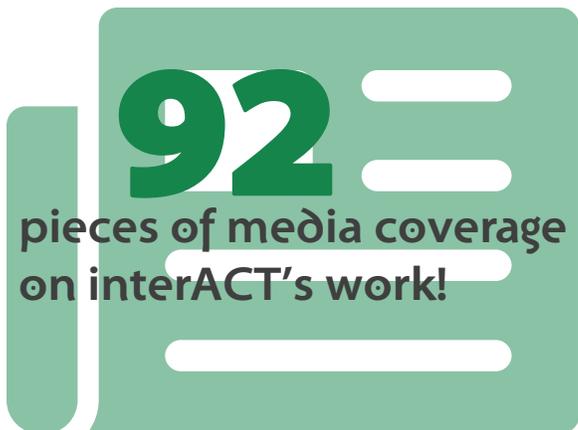
Giving Tuesday campaign raises over \$17k



Law & Policy Director Alesdair and his dog Barb host an intersex law and policy Q&A session on Facebook Live

## 2020 by the Numbers

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talks, panels, and  
presentations given by staff  
and Youth advocates!



U.S. hospitals issued  
statements against infant  
surgeries!

# interACT Law & Policy

## TWO CHILDREN'S HOSPITALS MAKE HISTORIC ANNOUNCEMENTS

In response to pressure from interACT and our collaborators such as the Intersex Justice Project, two leading children's hospitals (Lurie Children's Hospital in Chicago, Illinois, and Boston Children's Hospital in Massachusetts) publicly announced policies in 2020 that delay certain unnecessary surgeries on intersex children to allow for individual participation in the decision later in life. These high-profile internal policy changes signal a sea change in the medical community's engagement with intersex patient advocates. For the first time, we have concrete examples to point to of facilities that are taking the right steps!

## HEALTHCARE EQUALITY INDEX

For years, interACT has been urging the Human Rights Campaign (HRC) to consider the (mis)treatment that intersex children receive at many hospitals—even ones considered to be leaders in LGBT care—in its influential hospital ranking process known as the Healthcare Equality Index (HEI). It has been troubling for members and allies of the intersex community to see facilities such as UCSF and Weill Cornell receive perfect scores on the HEI when they are known for practices that cause irreparable harm to intersex youth, and interACT felt strongly that the HEI criteria should reflect a commitment by HRC to advancing the well-being of the entire LGBTQIA+ community.

We were pleased to learn in 2020 that, thanks to our continued engagement with HRC staff, the upcoming edition of the HEI would take into consideration how participating hospitals approach the care of intersex children. The HEI survey being administered during the summer of 2021 includes a point-scoring item that **asks hospitals whether they have a policy in place that delays medically unnecessary surgeries on intersex children at their facility.** (Hospitals will have to provide copies of their policy if they claim to have one, and interACT continues to consult with HRC regarding how to verify that the policies are being followed.)

HRC also worked with interACT to include information about intersex care in their HEI guide for children's hospitals, and posted our materials as resources for facilities that are participating in the HEI survey to help support the adoption of high-quality intersex-protective policies by the hospitals they engage with. This signals to medical facilities that wish to be known as "LGBT-friendly" that they will be held accountable for their interactions with the intersex community as well.

The new intersex survey question and resources for participating hospitals appear [here](#).

## ANTI-DISCRIMINATION LAW

interACT, joined by the Nonbinary and Intersex Recognition Project as well as numerous scholars, medical professionals, and intersex individuals, submitted an amicus brief in support of Aimee Stephens, Donald Zarda, and Gerald Lynn Bostock, who were fired by their employers for their sexual orientations and gender identities which defied stereotypes and expectations associated with binary sex categories. Our brief pointed out that limited definitions of "sex"—such as the one put forth by the employers in these cases—exclude intersex realities while purporting to justify impermissible discrimination against LGBTQ+ people. In June 2020, **the Supreme Court ruled 6-3 that employers CANNOT discriminate against employees on the basis of sexual orientation or gender identity, with clear indications that intersex status is also protected.** interACT's Bria Brown-King spoke at a virtual Decision Day rally to explain the significance of this ruling for the intersex community.



# interACT Law & Policy

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## ANTI-DISCRIMINATION LAW, CONTINUED

In August 2020, the Fourth Circuit issued its decision in favor of Gavin Grimm, a transgender student who was discriminatorily excluded from using boys' restrooms at his school. **interACT had previously submitted an amicus brief in support of Gavin, which the Fourth Circuit cited in its majority and concurring opinions.** The Supreme Court ultimately decided not to hear the school board's appeal, leaving Gavin's Fourth Circuit victory in place. interACT is proud to have been able to play a part in winning justice for Gavin!

In April 2020, **interACT consulted with the ACLU on the complaint and briefing for the challenge to Idaho's transphobic sports law**, the "Fairness in Women's Sports Act," to ensure the law's discriminatory impact on intersex youth would not be overlooked. In August of 2020, the U.S. District Court for the District of Idaho granted the preliminary injunction against the law and mentioned intersex individuals four times! The ACLU published **commentary on its website by interACT Law and Policy Director Alesdair Ittelson** that further explains how these bills harm intersex youth. Once the ruling on the preliminary injunction was appealed, interACT submitted an amicus brief to the Ninth Circuit in December 2020 to expose the faulty foundation of the law and to illustrate the tremendous harm that discriminatory exclusion and invasive "sex testing" would have on intersex individuals as well as transgender individuals. (As of publication, the Ninth Circuit's decision has not yet been issued.) interACT thanks Patterson Belknap Webb & Tyler LLP for generously assisting with the preparation and filing of these amicus briefs.

## INTERSEX RESEARCH DATA

interACT staff and Medical Advisory Group members collaborated with UCSF researchers Dr. Amy Rosenwohl-Mack and Dr. Jason Flatt to publish the **largest peer-reviewed study on the physical and mental health of intersex adults in the United States.** The study found over 43% of participants rated their physical health as fair/poor and 53% reported fair/poor mental health. Prevalent diagnoses included depression, anxiety, arthritis, and hypertension, with significant differences by age. Nearly a third reported difficulty with everyday tasks and over half reported serious difficulties with cognitive tasks. Researchers concluded that there's a strong need for more longitudinal studies that examine the health disparities faced by intersex people.

# interACT Media

In 2020 interACT's work was featured in 92+ pieces of media coverage, including CNN, the BBC, the Chicago Tribune, The Advocate, and the LA Times. interACT also gained 5,091 new social media followers.

## HIGHLIGHTS



Executive Director Kimberly Zieselman sits down with Jenny Johnson from **Comcast Newsmakers** to share her story with more than 25 million subscribers and explain the harms of genital surgeries being performed on intersex infants.

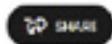
### Massachusetts Shows Us What We Must Do Next for Intersex Rights



Kimberly applauds The Massachusetts Medical Society's leadership for passing a resolution endorsing medical practices that center intersex bodily autonomy in an **article** published in The Advocate.

### What It Means To Be Intersex

By Amber Leventry  
January 14, 2020 | Updated January 15, 2020



Board members Kristina Turner and Axel Keating talk about what it means to be intersex in an **interview** with Scary Mommy.

### Joe and Kamala: Don't Leave Intersex People Behind



Executive Director Kimberly Zieselman urges President Biden and Vice President Harris to include intersex equality in their LGBTQ+ initiatives and not leave intersex people behind in an **article** published in The Advocate.

## A Year of Intersex Victories



BY MARI WROBI  
PUBLISHED DECEMBER 31, 2020  
LAST UPDATED MAY 6, 2021

interACT Youth member Mari Wrobi recaps the victories of the intersex movement in 2020, despite the challenges, in an **article** published in Autostraddle.

## GUIDES, GUIDES, GUIDES

This year interACT created a number of new intersex resource guides, often in collaboration with valued partners!



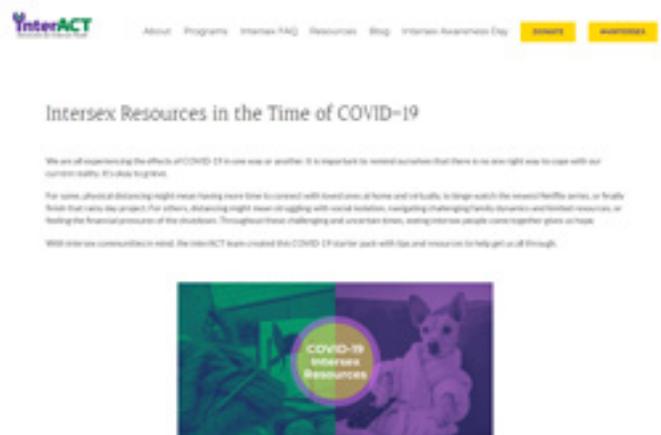
Executive Director Kimberly Zieselman and Medical Advisory Group member Dr. Sue Stred worked in partnership with The National LGBTQ Health Center at The Fenway Institute to co-author the **Affirming Primary Care Guide for Intersex People 2020**—the first-ever such resource!



The **Intersex Data Collection Guide** helps users design intersex-affirming questions for research, surveys, and a variety of administrative forms.



interACT partnered with folks at Out & Equal to publish **Supporting Intersex Inclusion in the Workplace**, an employer-focused guide on how to support intersex employees and family members.



Many intersex people have complex and traumatic histories when it comes to seeking/receiving medical care. In response to the global pandemic, interACT created **Intersex Resources in the Time of COVID-19**, offering tips for intersex people seeking medical care related to COVID-19, as well as links to community resources, mental health support, and remote learning.



interACT created a **Know Your Rights Guide** for intersex people seeking medical care.

## INTERSEX AWARENESS DAY 2020

This year interACT counted down to Intersex Awareness Day in a special way. Each week leading up to October 26th, interACT published personal essays written by interACT Youth members that explored themes of intersex health and resilience.



interACT wrapped up the essay series by **highlighting 9 ally doctors** who are dedicated to changing the face of healthcare for intersex people. We wanted to acknowledge the physicians who push back against harmful medical practices, who listen, and who empower intersex people to make their own choices about their bodies.



## 9 DOCTORS CHANGING THE FACE OF HEALTHCARE FOR INTERSEX PEOPLE

**Dr. Scott Nass**  
**Leader in Humility**  
*top row, appears first*

"I wish we were taught in medical school that people can be trusted as experts on their own bodies. Sure, my credentials allow me to prescribe medications and help my patients access other services, but it's important to recognize that patients' lived experiences and life goals are more important than whatever scientific expertise I bring to the table."

**Dr. Ellie Kim**  
**Catalyst for Change**  
*top row, appears second*

"Medicines, surgeries, and counseling are just a few ways that doctors can heal people. The health of patients is impacted not only by diseases, but also socioeconomic, racism, ableism, bigotry, and social injustices. The best doctors use their knowledge and privilege to advocate for societal/institutional changes to improve the health of patients."

**Dr. Arlene Baratz**  
**Champion for Community Research**  
*top row, appears third*

"I wish clinicians knew that people with variations of sex development and their families can live happy, healthy lives without early surgery. As someone with decades of experience serving this population, I know the power of community and psychosocial support as primary interventions."

**Dr. Barbara Chubak**  
**Defender of the Hippocratic Oath**  
*top row, appears last*

"All medical school curricula already include the basic tools needed to provide competent care for intersex patients—including knowledge of developmental biology and the principles of bioethics. All physicians, regardless of specialization, must be empowered to recognize that we have these tools, and use them."

**Dr. Nwadiogo Ejiogu**  
**Conscientious Objector**  
*bottom row, appears first*

"We can and we must resist medical violence. We can and must work to co-create spaces of healing for communities most impacted by structural inequities."

**Dr. Susan E. Stred**  
**Educator Ambassador**  
*bottom row, appears second*

"We providers can best help families raise resilient intersex children by supporting them, not trying to change or erase them."

**Dr. Katharine Baratz Dalke**  
**Intersex Policy Advisor**  
*bottom row, appears third*

"Intersex health care is not all or nothing: we don't have to think about completely removing medical providers from the equation, nor do we have to overly medicalize every aspect of intersex health. What we really need is for health care providers to use their unique knowledge and resources to center the health and bodily autonomy of people with intersex traits. We are already pretty good at doing this for people with all kinds of other health concerns. Often in intersex care, our implicit bias that sex must be binary is what gets in the way of using those other skills."

**Dr. Suegee Tamar-Mattis**  
**Trailblazer for Trauma-Informed Care**  
*bottom row, appears fourth*

"This is a human rights struggle and it can be a hard and difficult path. But we know the arc of history bends towards justice. What you do now will echo into the future and affect the lives of millions of intersex people to come. Never doubt that the lived experience of your life matters, and that you matter!"

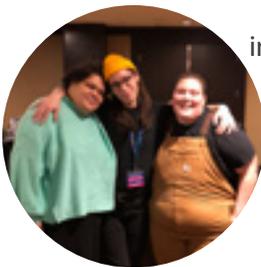
**Dr. Ilene Wong**  
**Voice of Conscience**  
*bottom row, appears last*

"Words matter. The language that doctors use when they frame difficult decisions can reinforce intersex stigma and fear. I also wish others in medicine knew how much influence they can wield as advocates for their patients."

# interACT Youth

interACT Youth is our intersex youth advocacy group, providing young intersex folks with peer connection, leadership skill development, and a platform to raise their voices. Intersex youth have always been at the heart and soul of our mission to honor intersex bodily integrity and autonomy in decision-making.

Despite the many challenges faced during 2020, Youth members created opportunities for their voices to be heard, their faces to be seen, and their stories to be told. Youth members spoke out in a variety of (mostly virtual) ways including university talks, keynote speeches, podcast episodes, media interviews, and legislative advocacy.



interACT Youth member Jahni Leggett gave a powerful and heartwarming speech about her personal journey, her intersectional identities, and her intersex advocacy work during the Human Rights Campaign's Time to Thrive annual conference that took place in Washington, D.C. in February. Jahni was accompanied at the event by Youth Program Manager Amanda Saenz and Youth member Keegan Samaniego, who educated the audience on the importance of creating space for intersex youth.

Youth member Anna Ratzlaff gave her first Intersex 101 presentation at Northwestern University on Intersex Awareness Day.



Bria Brown-King and former Youth member Elena Hight worked with local council members in Oklahoma City, Oklahoma to **pass a resolution** officially recognizing October 26th as Intersex Awareness Day in Oklahoma City.

Youth member Dani Coyle became a Calvin Klein model and made Dazed Magazine's **top 100 list of most influential people**.



For Intersex Awareness Day, Youth member Maddie Rose interviewed other Youth members in **this Teen Vogue feature** on what intersex people wanted the world to know about sex.

For CAH Awareness Month in June, Youth members came together to publish **a piece** about their experiences living with this common intersex variation and offered advice to other young people living with CAH.



# interACT Youth

## MICROGRANTS

In honor of Juneteenth, interACT launched our first-ever microgrant program for intersex youth. interACT announced that youth between the ages of 13-29 could submit an application to be considered for a \$250 microgrant to support self-initiated advocacy projects, with priority given to Black intersex youth and/or projects focused on racial equity. Applicants' proposed projects included things like writing a personal essay to publish on interACT's blog, creating a YouTube video, hosting an educational Zoom event for friends and family, and creating artwork expressing their intersex experience.



Nashira's project included a zine on survivorship called Survivor's Manifesto. Nashira said, "Survivor's Manifesto is a zine that explores the experiences & disparities in survivorship as a queer person of color—through illustrated poems juxtaposing real statistics, I hope that in sharing my own experiences, I will be able to start a conversation on 'healing' that is inclusive to \*every\* body."

Banti's project was an intersex 101 zine and graphic novel. Banti combined educational materials from interACT's website along with parts of their own journey and experiences with intersex surgery and adoption.



## And the Anne Tamar-Mattis Award Goes to...

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interACT was proud to give this year's Anne Tamar-Mattis Advocacy Award for Intersex Allyship to Lois Whitman.

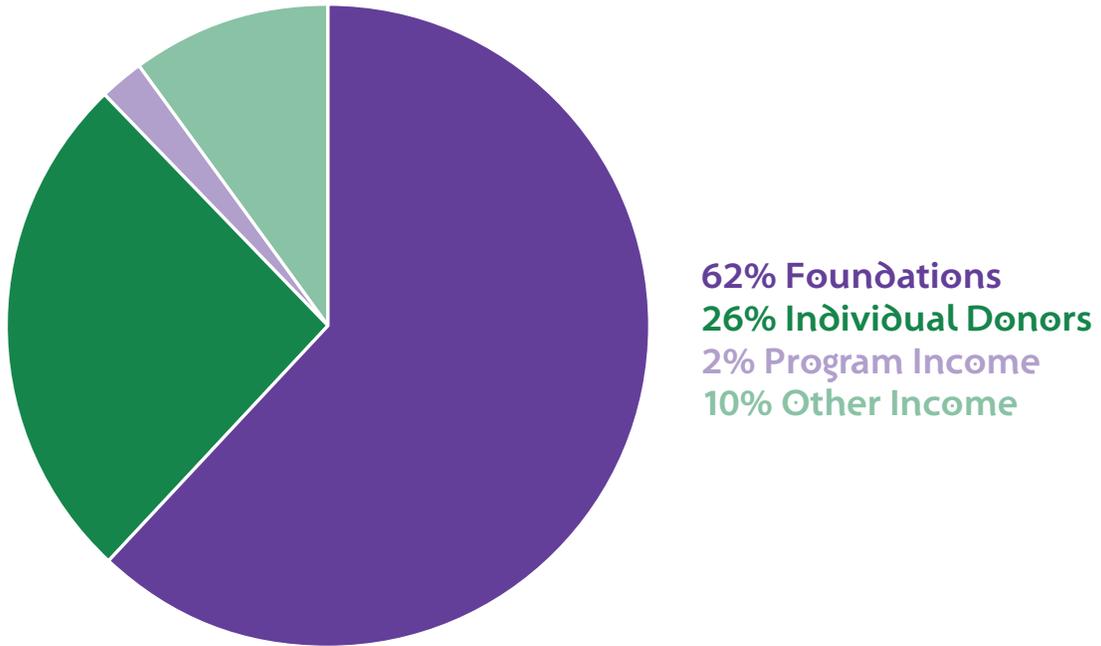
Lois is a renowned children's human rights activist whose writing has appeared in *The New York Times*, *The Washington Post*, and *Newsday*. In 1994, she founded Human Rights Watch's Children's Rights Division where she served as Director until 2012 and remains a senior advisor today. This division investigates human rights abuses of children around the world, including working to document and advocate against medically unnecessary surgical procedures. Lois has testified before the United Nations Committee on the Rights of the Child and U.S. Congressional committees. She is a dedicated supporter of intersex human rights.

Thank you, Lois!!

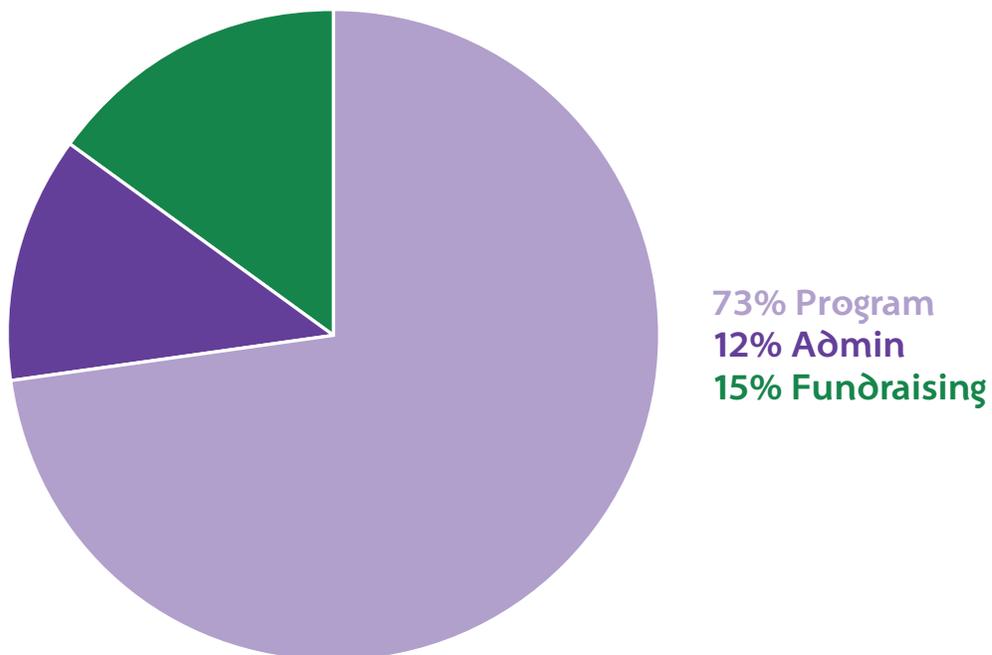
# Financials

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## INCOME BY REVENUE TYPE



## EXPENSES BY AREA



# Thank You

## TO OUR DONORS

\* = has given for the last 5+ years

† = board member

### (\$1,000+) Champions

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 2020 donors at this level.

Anonymous\* • Kenny and Marleen Alhadeff • Arlene B. Baratz\*† • Julie Greenberg and Rob Irving\*†  
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### (\$250–\$999) Guardians

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.

Anonymous\* • Mills Barbeau • Tamara Beck\* • Mona Breed • Bettina Brown\* • Frank and Michelle Brown\*  
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### 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, and 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 2020 donors and their planned, recurring gifts.

Arlene B. Baratz\*† • Tamara Beck\* • Brady Borcharding • Catherine Clune-Taylor† • Georgiann Davis\*  
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# Thank You

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## TO OUR COMMUNITY, ALLIES & PARTNERS

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.

We couldn't do this work without our many volunteers and allies! Despite our growth over the years interACT remains relatively small, but mighty. We are fortified by a number of generous volunteers and allies and greatly appreciate these crucial partnerships.

### Medical Advisory Group

Arlene B. Baratz, MD (Chair)

### Student Volunteers

Dylan Colbert, Berkeley Law School, Summer Intern  
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Intersex Justice Project

Lambda Legal  
Legal Voice  
National Center for Transgender Equality  
National LGBT Bar Association and Foundation  
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OutRight Action International  
The American Civil Liberties Union (and affiliates)  
The Fenway Institute  
The National Center for Lesbian Rights  
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### Pro Bono Legal Partners

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