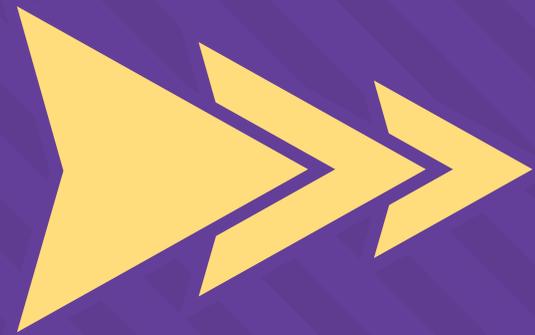




# Strategic Plan 2024-26



# Leadership and Programs

interACT honors the massive contributions made by our founder, Anne Tamar-Mattis, and our prior Executive Director, Kimberly Zieselman.



**Anne Tamar-Mattis, JD**  
FOUNDER, LEGAL DIRECTOR EMERITUS



**Kimberly Zieselman, JD**  
EXECUTIVE DIRECTOR EMERITUS

They established and nurtured interACT's Key Program Areas:

**Legal Advocacy**

**Youth Leadership Development**

**Media & Public Engagement**

**As interACT's current leaders, we are excited to share our 2024 strategic plan to bring the impact of these important programs to new heights!**



**Catherine Clune-Taylor, PhD**

CO-PRESIDENT



**Erika Lorshbough, JD**

EXECUTIVE DIRECTOR



**Niki Khanna, MA, MFT**

CO-PRESIDENT

# Mission Statement

“

**interACT works to empower intersex youth and advance the rights of all people with innate variations in their physical sex characteristics through advocacy, public engagement & community connection.**

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## Statement on Trauma and Healing

interACT acknowledges the legacy of trauma endured by people with variations in their sex characteristics, whether or not they identify as intersex. We are committed to taking trauma-informed and healing-centered approaches in our work. We strive to be a part of breaking the cycle of trauma by promoting and participating in open, compassionate dialogue, and individual and collective healing and reconciliation.

## Compassion Statement

interACT believes that the law, properly used, is a tool for achieving justice; and that justice, properly understood, has compassion at its heart.

Legal advocates have always played an important role in protecting the most vulnerable members of society, such as young people born with intersex traits or variations of sex development.

Parents, doctors, mental health professionals, impacted adults and family members all care deeply about protecting these young people. However, the historical treatment of children born with intersex traits and the reality of society's intolerance of difference has created so much pain and anger that these different groups of stakeholders have had a great deal of difficulty in communicating with each other.

Recognizing that all these groups have the best interests of children at heart, interACT believes that improving communication is a crucial part of improving care for young people born with intersex traits. So, while we are clear that these young people are our core constituents, we maintain a constant focus on respectful compassion for all those who care for the young people we serve.

# Core Organizational Values



Image: Bonnie Hart



## Core Value #1

# INTERSEX JUSTICE

The fight for intersex justice is the reason interACT was founded, and is the heart of everything we do today as an intersex-led organization. Intersex justice means bodily autonomy, equality under law, power in community, and the ability to express ourselves as we are. It also requires particular care for the needs of intersex people living at the intersections of racial oppression, differences in ability, economic hardship, and vulnerability due to age. We work for the realization of intersex justice with commitment, determination & tenacity.

## Core Value #2

# IMPACTFUL, CREATIVE LEADERSHIP

As the first and only organization of its kind in the United States, interACT's history has always been one of breaking ground to advance the legal and human rights of intersex people. We believe that our advocacy and our public presence can and must be visible, educational, influential, and groundbreaking to achieve the world we envision. We aim to use our resources to their best effect, and to be inventive, effective, steadfast and principled in our efforts to make change.

## Core Value #3

# STRIVING FOR COLLECTIVE WELL-BEING

We center humanity and well-being — our own and each other's — in all of our work. Internally, we commit to co-creating a workplace where we feel entrusted and supported, everyone's offerings are valued, we have room to learn, and we feel that we are treated equitably and contributing to the growth of a healthy, sustainable organization. Externally, we commit to acting with compassion, integrity and accountability in our relationships, and with particular care for the health, safety and well-being of intersex people, especially the youth we work with. Because we value self-determination and believe that each of us is the true expert on our own needs, we believe that the work of helping to raise the individual public influence and collective civic power of young intersex people is an important contribution to collective well-being.

Art: Micah Bazant @micahbazant and Safa Wall @saifaemerges



# Practical Vision

**In 3-5 years, we want to see the following as a result of our actions:**

- ▶ **Empowered Intersex Advocates of All Ages**
- ▶ **Comprehensive Medical Standards that Support Intersex Autonomy**
- ▶ **Tangible Legal Protections for All People with Variations in Their Sex Traits**
- ▶ **Mind-Changing Major Media that Guides Lasting Change**
- ▶ **Supported Intersex Youth & Families**
- ▶ **Comprehensive Knowledge Building: Research, Education, Health Equity**
- ▶ **Strategic and Supportive Community Partnerships**
- ▶ **Integrated Organizational DEIBA Program & Values**
- ▶ **Sustainable, Healthy Organizational Expansion**

# Strategic Pillars and Goals



## Strategic Pillar #1

**Develop interACT's organizational Diversity, Equity, Inclusion, Belonging & Accessibility (DEIBA) framework, prioritizing a trauma-informed and healing-centered approach, and apply this framework to all of our work**

### THREE TO FIVE YEAR GOALS

- Comprehensive DEIBA learning program for staff and board
- Comprehensive pay and benefits equity plan
- Ongoing needs based compensation assessment program
- Programs have successfully and measurably integrated DEIBA framework
- Ongoing training and support on trauma and healing for board and staff

## Strategic Pillar #2

**Grow interACT's law and policy program to advance the rights of intersex youth and all people with variations of sex characteristics**

### THREE TO FIVE YEAR GOALS

- Expanded law & policy program staff
- Majority of hospitals have intersex-protective policies / not performing forced/coerced surgeries
- Majority of physicians / care provider / researcher voices speaking openly against unnecessary surgery
- Medical profession recognition that laws prohibit surgery without consent or legitimate necessity
- Public and private insurance policies refuse to cover surgeries without consent or legitimate necessity

## Strategic Pillar #3

**Expand interACT's public communications, education and outreach, including leadership development within the community of intersex youth**

### THREE TO FIVE YEAR GOALS

- Fully established major media presence, interACT as go-to on intersex issues in U.S.
- Double current public engagement to 60+ talks each year
- Fully expanded nationwide youth program that includes core functions of peer support, youth advocacy development, and youth board involvement (Youth Advisory Council)
- Establishment of interACT CE program with health care profession partners
- Additional new support staff hiring to expand youth program work, outreach & engagement, communications and public education

## Strategic Pillar #4

**Develop financial and community resources to support expansion of interACT's important work and ensure organizational health and sustainability**

### THREE TO FIVE YEAR GOALS

- Thriving advisory council spaces that can make meaningful contributions: intersex youth, intersex community, health care and research practitioners, other stakeholders
- Fully funded operating budget \$1.5M - \$2M
- Double the current number of grassroots donors and donors \$500-999
- Triple the current number of non-board grassroots champions and major donors
- Robust advocacy partnerships and corporate partnerships
- Expanded volunteer program that supports all of our work areas



This plan developed February - August 2023 by interACT board and staff in collaboration with The Ross Collective.