2016 Annual Report
A year of accomplishment
Table of contents

03 Staff and Board of Directors
05 Message from Executive Director
06 Youth
08 Law & Policy
10 2015 Milestones
12 interACT by the Numbers
14 Our Donors
16 Thank Yous
2016 was another big year for interACT. In January we launched our new name and website in honor of the young intersex voices at the core of our mission. We redirected the narrative of the medical community and raised awareness worldwide through media efforts and collaborative campaigns. We worked tirelessly behind the scenes to move medical treatment in line with human rights standards. Our youth leaders reached out to more young people than ever and we’re bringing intersex voices to those in power in ways the medical community cannot ignore.

We’re fighting for the human rights of children one by one, but also impactful broad-ranging policies. We worked with GLMA: Health Professionals Advancing LGBT Equality for the first-ever resolution from a major American medical association calling for a delay in all unnecessary surgeries on intersex infants until the child is old enough to participate in the decision. We released a resolution on Intersex Awareness Day, pulling together support from over 20 international intersex organizations and most of the major LGBTQ organizations in the U.S. to call for an end to nonconsensual surgery and for the recognition of intersex human rights.

The intersex community has the attention of the world in a big way, and we can tell this is an important moment. The sheer amount of input we’ve been asked to provide by medical and legal professional associations, the number of physicians reaching out to us for guidance, the number of individuals we’ve been able to assist, and the media coverage we’ve helped to develop—it’s all staggering. At the end of 2016 we had the attention of the United Nations and many other human rights bodies, several agencies of the federal government, and several state and local authorities that can enforce laws and make policies to protect intersex children. And there is so much more to come!

Warmly,
Kimberly Zieselman
Together with the Arcus Foundation, we co-hosted a policy forum entitled: “Invisible No More: The Global Intersex Rights Movement,” an international convening of intersex activists at Creating Change, the largest leadership and skills-building conference for the LGBTQ social justice movement in the United States.

Our work with the U.S. Department of Health and Human Services led them to recognize that discrimination against intersex people in healthcare is prohibited as sex discrimination under the Affordable Care Act. This is the first major recognition of intersex rights in any federal regulation.

We began conversations three years ago with Human Rights Watch and Physicians for Human Rights in an effort to bring a human rights investigation to fruition in the U.S. We are now guiding the effort to create a report documenting the experiences of intersex people, their families, and their care providers, which will be the first long-form report of its kind.

We spearheaded efforts with GLMA: Health Professionals Advancing LGBT Equality to bring about a resolution calling for the delay of medically unnecessary genital surgeries on intersex infants until the child can participate in the decision.

interACT’s Law & Policy program aims to protect children born with intersex traits by promoting policy changes in medical practice, legislation, regulation, and the courts both in the U.S. and beyond. Here is a sampling of what we’ve helped bring about in in 2016:

We worked with the U.S. Department of State to build awareness of issues facing our community. As a result, this Intersex Awareness Day they issued a statement clarifying that “the United States stands in solidarity with intersex persons around the world…[I]ntersex persons routinely face forced medical surgeries that are conducted at a young age without free or informed consent. These interventions jeopardize their physical integrity and ability to live free.”

We submitted testimony to the United Nations Committee Against Torture, pressing the Committee to consider intersex human rights as it prepares for meetings with the U.S. Government later this year.

We participated in the launch of the Equal Rights Coalition in Montevideo, Uruguay, a partnership of 31 governments (including the United States) to “strengthen cooperation to advance the human rights of, and support inclusive development for all persons regardless of sexual orientation, gender identity or expression, and sex characteristics.”

We published in multiple academic journals this year, including the Journal of Pediatric Urology and the International Journal of Human Rights in Healthcare, outlining why doctors must respect the autonomy and bodily integrity of intersex young people.

We also presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics. 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.
interACT Youth is our intersex youth advocacy project providing young intersex people with connection, leadership skills, and a platform to raise their voices, which are at the heart and soul of our mission to honor bodily integrity and autonomy in decision-making.

We know how much individual voices matter – like Emily Quinn, interACT’s Youth Coordinator. Emily had the courage to share her story with a room full of surgeons at the Society for Pediatric Urology’s annual meeting, in a panel she co-facilitated with an interACT board member. Soon afterwards one of those doctors contacted us to share that his conscience was bothering him. He ended up canceling genital surgery scheduled just days away on a 4-year-old.

Youth advocates can make a tremendous difference, like Emily did in the life of that small child. It is because of you and your support that we were able to send Emily to speak to those doctors, and that that child was spared surgery. Last year we had enough stories to fill many more pages...like the one of a child whose parents contacted interACT after their doctor, prompted by another one of our presentations, expressed previously undisclosed risks of gonad removal, leading the parents to decline surgery on their child.

interACT Youth members also continue to raise awareness and speak out publicly in support of intersex rights. Here are just a few highlights from last year:

interACT Youth collaborated with the International Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Youth Organization (IGLYO) on the creation of a video filled with young intersex voices for Intersex Awareness Day.

interACT Youth members created and disseminated videos, featuring entirely interACT Youth members, addressing intersex discrimination in Olympic sports as well as the intersex perspective on the so-called “Bathroom Bills” aimed at the transgender community and their impact on our two communities.

Several interACT Youth members provided intersex education in their local communities telling their stories and advocating for intersex rights in front of their classmates, medical students, teachers, clinicians, and parents.

interACT Media was formally named our newest program in 2016 in recognition of the the increasing amount of public intersex visibility-raising and media consulting we are doing on a national and global scale. These projects often incorporate interACT Youth voices and are always in alignment with our law and policy goals. Some highlights from interACT Media in 2016:

We facilitated a media training for twelve intersex young people to learn important advocacy and communication skills, empowering them to speak to journalists and share their important stories in the media.

One of our youth members, Amanda Saenz, was featured on the MTV show Faking It as the first out intersex person ever to play an intersex role on television.

One of our youth members, Axel Keating, was featured as part of Logo TV’s Global Ally Campaign in a video PSA on Intersex Awareness Day.

We partnered with the Voices project and the Narrative Inquiry in Bioethics journal to provide open access to “Normalizing Intersex” – a publication of diverse intersex narratives reporting their experiences with medical treatment.

Our youth members and other interACT representatives were highlighted in multiple national media outlets, including Good Housekeeping, the Huffington Post, the Salt Lake City Tribune, National Geographic, and Seventeen Magazine.
Our milestones in 2016

1. The U.S. Department of Health and Human Services recognized that discrimination against intersex people in healthcare is prohibited under the Affordable Care Act.

2. The U.S. Department of State issued a statement on Intersex Awareness Day clarifying that “the United States stands in solidarity with intersex persons around the world…[I]ntersex persons routinely face forced medical surgeries that are conducted at a young age without free or informed consent. These interventions jeopardize their physical integrity and ability to live free.”

3. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

4. We partnered with the Voices project and the Narrative Inquiry in Bioethics journal to provide open access to “Normalizing Intersex.”

5. In recognition of International Intersex Awareness Day we drafted a resolution that was signed by more than 40 intersex and human rights organizations and leaders from across the globe.

6. We presented key issues concerning intersex youth to the UN Special Rapporteur for the Right to Health at a civil society convening hosted by the Center for Reproductive Law and Policy in NYC.

7. We presented on intersex awareness at the International AIDS Conference and the union of Doctors for Human Rights.

8. We participated in the launch of the Equal Rights Coalition in Montevideo, Uruguay.

9. We presented our advocacy at multiple international conferences, including the ones held by the Society for Pediatric Urology and the American Academy of Pediatrics.

10. We co-hosted “Invisible No More,” an international convening of intersex activists at Creating Change.

11. We worked on a report with Human Rights Watch and Physicians for Human Rights documenting the experiences of intersex people, their families, and their care providers, which will be the first long-form report of its kind.

12. Executive Director Kimberly Zieselman was named to the Arcus Foundation’s most recent class of LGBTI Leadership Fellows.

13. Our youth members, staff, and other representatives were highlighted in multiple national media outlets, including Good Housekeeping, the Huffington Post, the Salt Lake City Tribune, and National Geographic.


15. We collaborated with the International Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Youth and Student Organization (IGLYO) on the creation of a video filled with young intersex voices for Intersex Awareness Day.

16. We hosted a panel with representatives from Asian intersex networks to discuss transnational activism.

17. We participated in the creation of a video addressed to the U.S. government about infant genital surgeries.

18. We co-hosted a film screening of the documentary “Invisible No More” at New York University.

19. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

20. We worked on a publication with the University of Michigan and the National Intersex Association on intersex experiences and identity.

21. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

22. We collaborated with the International Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Youth and Student Organization (IGLYO) on the creation of a video filled with young intersex voices for Intersex Awareness Day.

23. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

24. We published in multiple academic journals, including the Journal of Pediatric Urology and the International Journal of Human Rights in Healthcare.

25. We partnered with the Voices project and the Narrative Inquiry in Bioethics journal to provide open access to “Normalizing Intersex.”

26. In recognition of International Intersex Awareness Day we drafted a resolution that was signed by more than 40 intersex and human rights organizations and leaders from across the globe.

27. We presented key issues concerning intersex youth to the UN Special Rapporteur for the Right to Health at a civil society convening hosted by the Center for Reproductive Law and Policy in NYC.

28. We co-hosted “Invisible No More,” an international convening of intersex activists at Creating Change.

29. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

30. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

31. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

32. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

33. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

34. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

35. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

36. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

37. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

38. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

39. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.

40. We presented at multiple medical conferences, including those held by the Society for Pediatric Urology and the American Academy of Pediatrics.

41. We facilitated a media training for twelve intersex young people to learn important advocacy and communication.
2016 by the numbers

Income by Revenue Type

70% Foundation Support
30% Donors
1% Program Income

Expenses by Area

77% Program
16% Admin
7% Fundraising

Annual Report 2016

Increase in Facebook followers: +1,623
Number of times our website was viewed by new visitors: 22,000+
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 2016 donors at this level.

Ralph Albert
Arlene Baratz, M.D.
Carter Covington
Milton Diamond, M.D.
Julie Greenberg
Bo Laurent
Elizabeth Reis
Meg Robertson
Tracy Schmidt
Eleanor Sol
Susan Stred, M.D.
Doris Vlendorf
Reid Williams

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.

Karen Barad
Rebecca Baughman Kerns
Tamura Beck
Frank Brown
M. Cammisa
Kevin Cathcart
Georgiann Davis
Tiger Devore
Emily Doskow
Linda Gebroe
Jane Goto
Janet Green
Becky Huinker
Paul Irving
Mike Kung
Mano Marks
Charles Mascott
Rebecca Mascott
Ted Mascott
Adam Muto
Jan Patterson
Terry Reed
Jacob Richards
Barbara Taylor
Patricia Tomlin
Karen Walsh
Richard Walsh, M.D.
Nina Williams

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 2016 donors and their planned, recurring gifts.

Alice Alvarez
Arlene Baratz, M.D.
Rebecca Baughman Kerns
Tamura Beck
Johnny Boys
Georgiann Davis
Tiger Devore
Liz Dietsch
Emily Doskow
Carolyn Edwards
Christine Fraser
Arin Hilton
Kyle Johnson
Eric Lohman
Lynnell Long
Rebecca Mascott
Jacob Richards
Meg Robertson
Karen Walsh
Ali Webster
Nina Williams
Thank You

We are humbled every year when we get the chance to look back at all of the amazing people and foundation partners who have supported our work and have entrusted us with the chance to be the voice for intersex kids. It is only with you that we will succeed, in the long run, in our fight to protect the legal and human rights of intersex children and youth.

This year we have seen our youth become bolder, a lot more willing to tell their stories, and your support has been integral in bringing their voices to the forefront. This year our legal battle has continued, and as it comes to a close, you are the driving force which allows us to continue to fight.

We are a small organization. We squeeze every possible benefit out of every donation we receive. We are incredibly proud of the trust you have placed in us, and of the amazing support we have received from you, our donors and trusted friends. You are what makes our work possible.

2016 Foundation Grantors
Arcus Foundation
Astraea Foundation Intersex Human Rights Fund
Horizons Foundation
Open Society Foundations
Small Change Foundation
Society for Community Work
Tides Foundation Kicking Assets Fund

Former Foundation Supporters
Ashoka Changemakers
Echoing Green
Equal Justice Works
Gill Foundation
Liberty Hill Queer Youth Fund
Ms. Foundation

Special thanks to our amazing volunteers!

Volunteers and Legal Interns:
Bo Laurent, Maayan Sudai

Nonprofit partners in the M.C. litigation:
David Dinielli, Kristi Graunke, Chinyere Ezie, and Morris Dees of the Southern Poverty Law Center

Pro bono legal partners in the M.C. litigation:
Raisa Daigneault, John Lovi, and William Ellevrbe of Steptoe and Johnson, LLP;
Jacob Raehn and Kenneth Suggs of Janet, Jenner & Suggs, LLC.