



# ANNUAL REPORT

## 2020



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Email: [coordinator@intersexasia.org](mailto:coordinator@intersexasia.org)

Website: <https://www.intersexasia.org>

Facebook: Intersex Asia

Twitter: @intersexasia

Instagram: @intersexasia

Design: Intersex Asia

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# About *Intersex Asia*

# Vision

Intersex Asia envisions a world where being intersex is celebrated, and where intersex people are able to love themselves and grow together as a community. Intersex Asia envisions that the integrity of the diverse Asian intersex community is ensured and protected. We envision a space for an expandable list of diverse identities for intersex people in Asia. We envision that the rights of intersex people are upheld and protected by national and regional law, legislation, policies, UN human rights treaties and mechanisms.

# Mission

Intersex Asia aims to work towards the promotion and protection of human rights of intersex people in Asia, to support Asian intersex people and grow communities, amplify their voice, be a representative voice for them, and to ensure that the *rights to life*, bodily integrity, physical autonomy and self-determination of intersex people are promoted and protected everywhere. We do this by empowering and building the capacity of intersex activists and communities, raising intersex visibility and awareness in the general public and among the intersex community, and advocating for law and policy reform in Asia.





# Working Principles

We uphold the principle of “*Nothing About Us Without Us*” - central to Intersex Asia’s work is the knowledge that intersex people in Asia are the only people who can properly represent the issues facing intersex people in the diverse political and cultural contexts of Asia and in the design of the solutions that are needed.

Intersex Asia’s network is committed to work for intersex people within Asian diversity to uphold mutual respect, non-discrimination, justice, peer support and empowerment. We respect human rights. Our work highlights **equality, inclusivity, transparency, and accountability** in order to build a **loved, trustworthy, holistic, and sustainable** intersex movement in the Asian regions.

# Strategic Goals

## 01.Goal

There is a strong Asian intersex community, with an **increase in national level organizations**, more intersex people able to identify themselves and **improved awareness** in society about intersex people.

### **STRATEGIES**

- a. *Establishing* Intersex Asia as a leading regional organization.
- b. *Nurture* national movements and a regional movement for change.
- c. *Capacity building* of intersex leaders in the Asian region.
- d. *Supporting* the organisational development of member organisations.
- e. *Increasing* the amount of information available to intersex people, their families and communities in Asia in multiple languages.

## 02.Goal

There are improvements in **support for at risk intersex people** and support for **parents of intersex children**.

### **STRATEGIES**

- a. *Integrate* self-care and well-being into intersex forums, activities and events.
- b. *Community building* for the intersex community and parents of intersex children through creating spaces for intersex people to come together and share experience and break isolation.
- c. In emergencies, *assisting* vulnerable intersex people to access support, either through connecting them to agencies or providing urgent support directly.

## 03.Goal

There are more laws and policies in place to **protect** and **promote the rights of intersex people, prevent discrimination** based on sex characteristics in Asia and recognise intersex as a distinct sexual identity.

### **STRATEGIES**

- a. *Highlighting* human rights abuses, and the lack of protection and equality for intersex people in Asia through conducting research and documentation.
- b. *Reach out* to national and regional network policy actors, and create position papers and information packs targeted for that audience.
- c. *Using* the evidence collected from research, together with members, advocate for prohibition on discrimination based on sex characteristics in Asian countries.



# Theory of Change



# **Message from IA Board**

**T**he year 2020 was arguably the most challenging year of this century for the entire world. For our organisation as well as the intersex community in Asia, this year was particularly difficult. The COVID-19 pandemic inflicted an unprecedented toll on the intersex people in Asia. It tested the resilience of the organisation and the wider community. Amidst all the hardships, there were moments of celebration as well since we were able to stick together and support each other.

The pandemic, in a way, also gave us an opportunity to reflect internally and reimagine our priorities. Intersex Asia saw a major transformation this year. We are now a **registered organisation**. This was extremely important for us to receive and manage direct funds and also have a stronger base. With the support of our donors, IA was able to complete two critical organisational documents which are going to be our guiding light in our activities for the coming years. With our new Strategic Plan and Governance Manual, IA board members and staff have greater clarity about the direction in which we are headed. The consultation process for the preparation of the two documents gave us a much-needed opportunity to reflect on our approach. Taking along all the stakeholders and needs of the intersex community in the region, we were able to craft a strategy that is action-oriented and relevant to our context. Further, we have also put in place a governance manual which includes detailed organisational policies and it also outlines the roles and responsibilities of the staff and board members. Our staff strength has also increased now and we are more organised as an organisation now with a structured approach towards achieving our vision and mission.

Generally, Intersex Asia is content with our achievements in 2020. With the **three national-level events**, further momentum around intersex human rights has gathered. Incubation of a new intersex-led organisation in the Asian region has been the highlight for us. Intersex Asia is continuously working towards encouraging the establishment of more and more intersex-led organisations in the region. We are also very pleased with how Intersex Asia has developed as an organisation this year. **We formalised our organisational structure, developed our constitution, governance manual and strategic plan, as well as a work plan.**

In terms of challenges, communication during the pandemic was very difficult, with many intersex individuals living in remote areas or without access to phones. Even our board members sometimes face difficulties with accessing the internet or phone signals when they travel to certain parts. On top of that, there are thousands of languages in Asia, and each of these has its own specific terminology and cultural attitudes towards intersex people and Intersex Asia will need to work hard to make sure that we can communicate to all the various intersex people and their allies in Asia for the awareness-



raising on intersex rights. We also faced political turmoil in some countries which make it very difficult to raise important issues on a public level. Our team of intersex activists are all operating at a grassroots level with small resources to mobilise people and lobby at the national level.

For the most part of 2020, we faced several challenges due to the pandemic. Many of our plans to focus on organisational development could not be fulfilled because we had to prioritise several urgent projects. **Intersex Asia was able to create an urgent fund to support the community in these unprecedented times.** The urgent funds were immensely beneficial for the community members who were experiencing difficulties on account of loss of livelihood and lack of support from the governments. During the pandemic, most of the organisational activities/meetings are taking place online. Currently, our board members faced serious challenges on this front since they did not have the equipment such as a laptop and a good internet connection. Towards this end, we created one-time equipment support from one of our grants to enable them to purchase a laptop, printer and good internet connection. We have made significant progress in putting in place internal policies for regulating our activities. In the coming year, we'd be working towards further improving our internal systems that can help us execute our Strategic Plan and ensure our sustainability.



# Organisational Development

**O**ur work in the initial months of 2020 progressed in alignment with the proposed objectives in our proposal and our strategic plan. Developing the organisational capacity of Intersex Asia has been the foremost priority and we have taken several initiatives towards this end. We have been working towards ensuring the legal registration of Intersex Asia. In August, we completed the formalities from our end and submitted the required documents to the government. Hopefully, IA would be formally registered by end of 2020.

The COVID-19 pandemic has certainly impacted our work. In addition to continuing our activities as planned, we are also focussing on attending to the urgent needs of the intersex people in the Asian region who have been severely affected by the government-imposed lockdowns and the lack of social security infrastructure in most countries. Further, governments in Asian countries have imposed restrictions on both international and domestic travel. We had to recalibrate several important activities due to the pandemic.

Generally, Intersex Asia is very pleased with our achievements in 2019-20. With the three national-level events, further momentum around intersex human rights has gathered. In the Philippines, this has resulted in greater visibility through the media, in Nepal with a public statement and in India with the follow up from the very momentous result of getting a ban on normalising surgery on infants. In India, our jointly organised conference was successful in bringing together a strong coalition of human rights lawyers, medical professionals and intersex activists together on one platform.

We are also very pleased at how Intersex Asia has developed as an organisation this year. We formalised our organisational structure, developed our constitution and strategic plan, as well as a work plan. We also hired our first

full-time staff person and successfully carried out a project to translate the UN Intersex Fact Sheet into 11 Asian languages and the statement from Asian Intersex Forum into 16 languages. During the pandemic, most of the organisational activities/meetings are taking place online. Currently, our board members are facing serious challenges on this front since they did not have the equipment such as a laptop and a good internet connection. Towards this end, we created one-time equipment support from one of our grants to enable them to purchase a laptop, printer and good internet connection. We have made significant progress in putting in place internal policies for regulating our activities. In the coming year, we'd continue working towards improving our governance manual that can help us execute our Strategic Plan.

## Community Building

From its inception, IA has taken a serious approach towards strengthening its organisational capacity and considers this to be a major focus in the early years. In view of the same, the organisation has been working towards confirming its legal registration. In 2019, IA conducted a thorough due diligence exercise to determine the most practical and feasible jurisdiction for registration. The IA board considered legal regimes in various Asian countries and decided to register the organisation in Taiwan. In mid-2020, the documentation process was completed and submitted before the Taiwanese government. IA applied under the category of 'International NGO'. In December 14 2020, we received a confirmation letter from the government saying that our registration process has been completed. Soon, IA would be able to obtain a tax certificate and open a bank account for the organisation. This would keep us in good stead as we are planning on receiving and managing grants independently.

## Online Training Program

IA organised an Online Training Program for the board members in December 2020. Due to the travel restrictions imposed by different countries on account of the COVID-19 pandemic, we were constrained to change our original plan and organise an online training program this year. Regardless of the limitations of an online format, we were able to successfully organise a well-structured program that was tailored to the training needs of our board members.

IA had planned to conduct training at least once a year, the Board and members can come together at least once a year for capacity building. Each year, we will select a different country to host the capacity building, so that we can also conduct field visits to better understand the intersex community in different contexts.

Due to the travel restrictions imposed by different countries on account of the COVID-19 pandemic in 2020, we organised an online training program. We undertook training needs assessments prior to organising the event, to ensure that the content of the workshops is properly tailored to the needs of the participants. The goal of these workshops was to increase the capacity of IA board members as they continue their activism in making intersex issues more visible in Asia and to be able to raise our voices against discrimination.

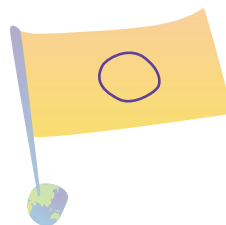
## Finalisation of IA's Strategic Plan 2021-24

In 2018 and 2019, Intersex Asia developed their first-ever strategic plan for the period of 2019 and 2020. This was very much a strategy to get Intersex Asia up and running as a new regional organisation in Asia, composed initially of key intersex voluntary grassroots organisers from Asia. There was a need to formalise and get staff in order to realise the goals of the organisation.

As the 2019-2020 period came to an end, Intersex Asia prepared for the development of a strategy for 2021-2024. This time the period was extended to 3 years in recognition of how well IA had succeeded in realising the previous strategic plan and our readiness for a longer-term strategy. Gearing up

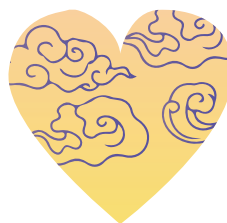
for a new strategic plan was very challenging with everyone, facing huge amounts of uncertainty in terms of organising and communicating with the pandemic conditions that the world was living under. There was also a recognition of the coming phase having some focus on incubating new intersex actors and how their contribution might bring new ideas in the future. The period also would be a learning one with IA successfully registering their organisation in Taiwan, and the need for independently handling the operational and financial management of the organisation. To develop and facilitate this process, IA engaged Lisa Houston as a consultant. The Strategic Plan was adopted at IA's first General Meeting held on 20 December 2021.

The new plan outlines the organisational goals for the coming three years, key strategies and specific activities which IA plans to undertake. The three major goals as per the Strategic plan are:



Working towards strengthening the regional organisation as well as a stronger Asian intersex community, with an increase in national-level organizations, more intersex people being able

to identify themselves and improve awareness in society about intersex people.



Building a support system for at-risk intersex people and parents of intersex children, integrating self-care and well-being into intersex forums, activities and events.



Conducting research and advocacy to argue for more laws and policies that protect and promote the rights of intersex people, prevent discrimination based on sex characteristics in Asia.



## Preparation of IA's Governance Manual

As IA is getting more organised in its functioning, we realised that we need a proper governance manual that outlines the roles and responsibilities of the staff and board members. Intersex Asia engaged DSIL Global in October 2020 to support the design of an accessible Governance Manual which aligned with other ongoing capacity-building work for the board and staff.

The work combined a process of needs assessment and iteration, providing the board members with prototypes of new governance documents for review and discussion. The work included a structured handover and some ad-hoc follow up to ensure that board members were familiar with the new manual and how to make the most of it.

This manual was co-designed with current staff and board members at IA. Together with DSIL we reviewed and developed important building blocks for effective governance including the following components.

- Constitution
- Code of Conduct
- Policies
- Procedures and Processes
- Board and Staff Training  
(recently with Asia Catalyst)
- Understanding of Roles and Responsibilities
- Regular Communication and Meetings (captured in meeting minutes)
- Planned performance evaluation measures.

## Growing Social Media Presence

During last year, Intersex Asia has strengthened its social media platforms, including Facebook and Twitter. And a website has been built and started its function as an information source on intersex issues in Asia. The number of followers on all our social media accounts has been increasing. We are delighted by the level of engagement we have been able to establish with the intersex people in the region after conducting projects and events which were relevant for them. In particular, it is important to recognise the effect of national intersex forums and publications such as translated versions of important documents on intersex rights. These initiatives have been particularly important in highlighting the work of Intersex Asia and have helped us spread awareness both within our community as well as the wider society.



# Movement Building

Since last year, hardly any major legal or political developments took place with regard to intersex human rights. In 2020, a piece of positive news came in from India when Delhi Commission for Protection for Child Rights (DCPCR) - a statutory body recommended that the Government of Delhi institute a ban on the practice of medically unnecessary sex-selective surgeries on intersex infants. In February, the Indian Parliament enacted a law called the Transgender Persons (Protection of Rights) Act.

The law aims to provide legal protection for intersex people and lays down strict anti-discrimination provisions and aims to protect the rights of intersex people in access to public services. Aside from the developments in India, Voluntary National Reports on the status of SDGs were submitted by the Indian and Nepalese governments to the UN in which there was no mention of intersex rights. In the Philippines, the SOGIE bill still has not been passed into law by the legislature. The bill prevents discrimination and protects the rights to sexual and gender identity and expression passed the lower house in 2017 but has consistently failed to pass through the Senate into law. Among the intersex community, particularly those who identify as cisgender, there is a certain amount of ambivalence towards the bill and the intersex community does not necessarily identify with the LGBT community, which the bill is heavily associated with. However, the failure to pass the bill is a reflection of the religious conservatism that still dominates politics in the Philippines, which may perpetuate a lack of tolerance to intersex people as well as other sexual and gender minorities. In September 2020, the Swiss Federal Court upheld the discriminatory regulations of World Athletics with regard to female athletes with intersex traits. While this decision was specifically related to Caster Semenya, in a way, the Court affirmed the continuation of discrimination of female athletes with intersex variations from across the world. IA issued an official statement in support of Caster Semenya who raised the issue of discrimination faced by female athletes with intersex traits.

This year, the collective effort of the global intersex community resulted in a major milestone for the movement within UN mechanisms as well. In the UN Human Rights Council, 33 states including 2 Asian states issued a joint statement highlighting the need to protect

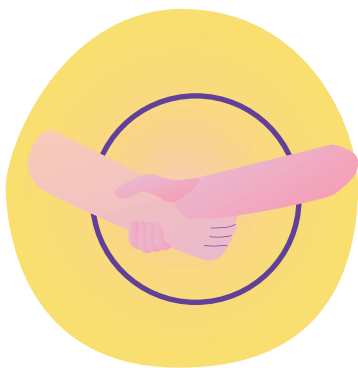
intersex people from human rights violations. On 24 August 2020, Intersex Asia had endorsed an open letter calling the World Health Organisation (WHO) to include the concerns of LGBTI communities across Asia-Pacific region while designing its policy response for COVID-19. In the month of October, Dr. Tedros Adhanom Ghebreyesus - Director General, WHO responded to the letter and acknowledged the concerns raised by the LGBTI organisation from the region. Acknowledging the letter, Dr. Ghebreyesus said - "Rest assured that we have heard your important message and, as we update our guidance and approach to COVID-19, we will ensure that specific challenges of LGBTQI communities will be recognized and addressed." In the letter, the Director General affirmed the commitment of WHO and the UN institutions to words towards addressing the "disparities faced by LGBTQI populations". Further, the letter acknowledged the need to ensure protection of the right to health and well-being of LGBTI people. This is a major step in the right direction.

Our board members, who have come out openly, did their best to share intersex issues and raise intersex awareness nationally. It increased more outreach to intersex people in the national intersex organizations. In India, our board member - Gopi Shankar was appointed in a high-level statutory body - National Council for Transgender Persons. The inclusion of an intersex activist in the Council gave a fillip to the movement. In Indonesia, a country where intersex voice is rarely heard of, our board member from Indonesia gave two interviews to local and regional LGBT groups to raise intersex awareness. In Taiwan, positive support even came from the government. Our co-chair Hiker Chiu was invited by the Taiwan government to write a 20000 words article as the Intersex 101 lesson for the civil servant and to be a trainer for the key civil servants from all local governments to learn the intersex issues. Taiwan may be the first Asian country that initiates to provide curriculum and training for civil servants to learn about intersex human rights issues. The establishment of IA started to raise a lot more attention from intersex people in Asia. More intersex people are contacting IA. Several new intersex groups are emerging. People within the intersex community in Asia have become more aware of intersex human rights and would like to join IA to advocate and defend them.

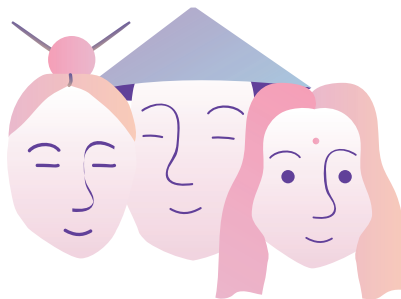
# Supporting the intersex community during COVID-19 with urgent funds

The COVID-19 pandemic has starkly revealed the rampant social discrimination against intersex people and has furthered the marginalization and vulnerability of intersex people. Intersex people continue to be one of the worst affected sections due to the pandemic primarily because they didn't get any help from the government. Intersex people were also absent from the relief measures taken by civil society organisations. In 2020, Intersex Asia swiftly drove into action in the early stages of the pandemic by creating an urgent fund to support intersex communities across six Asian countries. The creation of the urgent fund was critical given the discrimination and exclusion suffered by intersex people while seeking any support from governments. The pandemic serves as an opportunity to understand the necessity of intersex-led organisations which emerged as a major, if not the only, support system for a significant section of intersex people across Asia and other regions. Community-led organisations at the local level played a huge role in standing strong with the community members.

To fill the gap created by inaction of governments, board members helped IA build up a policy of the urgent fund to help intersex people mitigate the impact of the pandemic. With support from our board members, IA distributed over USD 14,000 as urgent funds to support the urgent surviving and mental health need for 95 intersex persons from six Asian countries, including India, Nepal, Bangladesh, Philippines, Indonesia, and China. It is the first time in Asia that intersex people got urgent fund support. The support also spread IA awareness in the intersex community and connect IA closer to intersex people on the ground directly. After disbursing the grant, IA also conducted two surveys to understand the impact of the pandemic on the community. Realising the long-term effects of the pandemic, IA has decided to especially focus on engaging with governments on the need to revisit their policy response towards the pandemic and take lessons to devise more inclusive measures in the ongoing pandemic as well as day-to-day governance.



**14.000** USD  
Intersex Asia



**95**  
Intersex persons



India, Nepal, Bangladesh,  
Philippines, Indonesia



## Strengthening IA's member organisations with their organisational development

Intersex Asia's work is solely catered towards the needs of its member organisation and the intersex community in Asia. In this regard, we have ensured that our member organisations are involved in the consultation process for the organisational decision-making process. Further, we have also ensured that our member organisations are involved in the projects such as the translation project. We consider our member organisations to be a key interface between IA and the intersex community in Asia. In the coming years, we plan on giving special emphasis on improving the capacity of our member organisations as well. Through different grants, we have been supporting national-level intersex community meetings in different Asian countries. Further, we have also supported our member organisations in preparing their own strategic plans.

We also try to ensure that our member organisations are involved in our activities such as generating awareness material, our advocacy initiatives, our fellowship program and also our proposed research projects.

Travel restrictions imposed during the pandemic gave a serious blow to the community organising work of civil society organisations. For Intersex Asia as well as its member organisations, this was likely to be a huge setback. It is a testament to the grit and determination of the intersex leaders in the region that the momentum of the movement didn't slow down. During 2020, Intersex Asia supported three community meetings across different Asian countries. Since its inception, Intersex

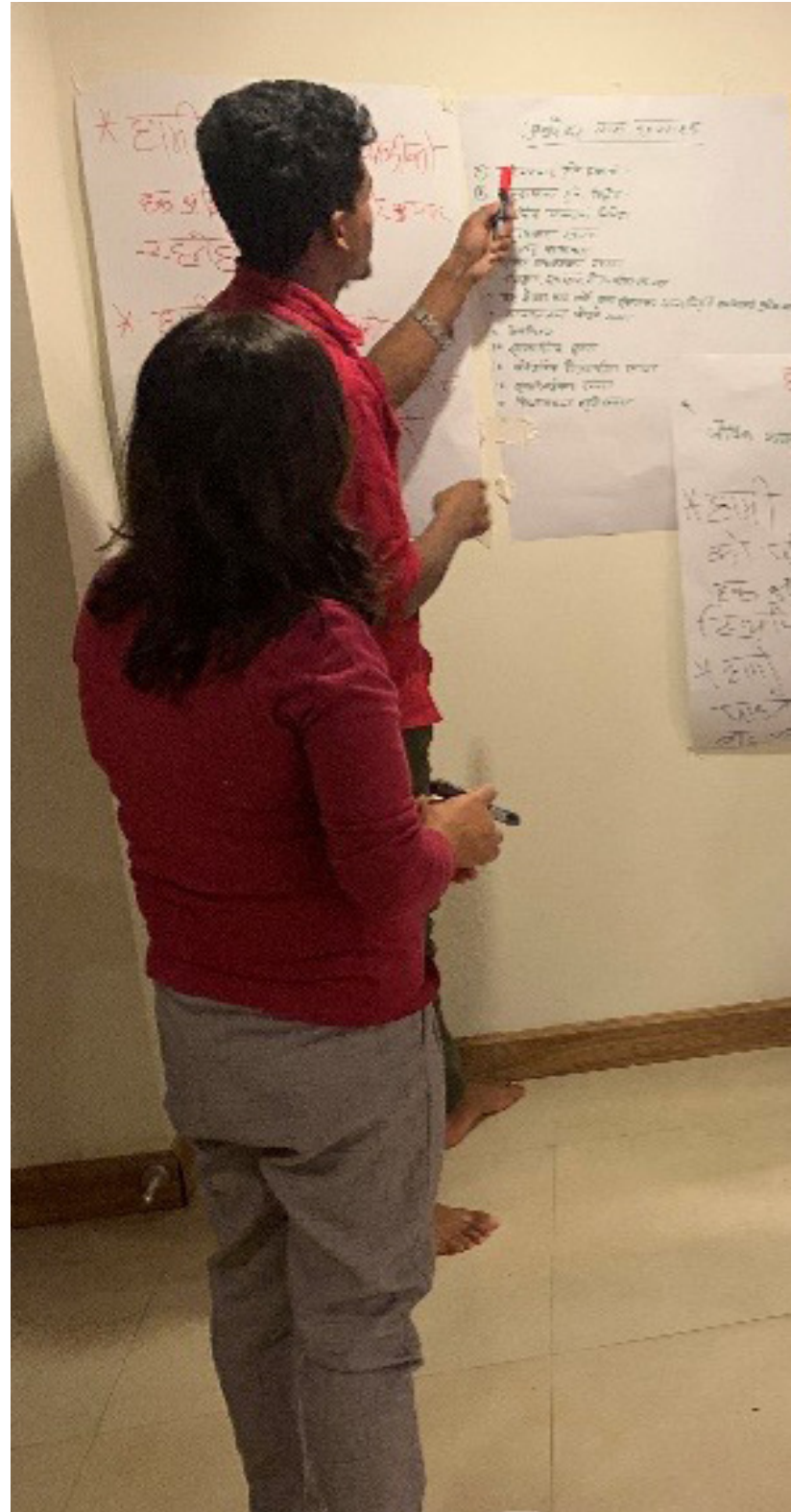
Asia has believed that the presence of intersex-led organisations in each country is critical for the growth of the intersex movement and it is the first step towards advancing social inclusion of intersex people. In view of the same, Intersex Asia has been supporting community meetings since 2019. The impact of these meetings is clearly visible in the growing membership of Intersex Asia's member organisation. This year, two member organisations of Intersex Asia- CfC Nepal and Intersex Philippines achieved a major milestone in their respective organisational journey. Both organisations prepared their first-ever Strategic Plan which will guide them in their path forward. Organising the Strategic Planning meetings in the two countries was extremely challenging for them. This year, the Philippines was hit by multiple typhoons and floods which made it increasingly difficult for our member organisation to organize the Strategic Planning meeting. These challenges were also compounded due to the ongoing pandemic. Similar challenges were faced by CfC Nepal. Regardless, IA's member organisations were determined to conduct their events. Fortunately, their efforts were successful and now both organisations have a strategic plan ready for implementation. The last year was also special for the Asian intersex movement as it saw the birth of the first intersex-led organisation in Bangladesh. Incubation of a new intersex-led organisation in the Asian region has been the highlight of the year. Intersex Asia is continuously working towards encouraging the establishment of more and more intersex-led organisations in the region.

# Promoting new leadership with the launch of IA's Fellowship Program

The intersex movement in Asia is still at a nascent stage and therefore, the foremost priority for Intersex Asia since the beginning has been community-building and building the capacity of new intersex leaders. The IA fellowship program was launched on 8th November 2020 – Intersex Solidarity Day with the objective of promoting new leadership in the Asian intersex movement. Through this program, we aim to focus on the capacity building of new activists who are working towards advancing intersex rights in the Asian region.

In the first batch, we selected eight intersex activists from six Asian countries – Mongolia, Singapore, Philippines, Bangladesh, India, and Pakistan. It has also been a growing realisation within Intersex Asia that the movement should reach more and more Asian countries where there are no public intersex activists. Towards this end, we are delighted that we were able to involve intersex activists from countries like Mongolia, Singapore and Pakistan where the intersex movement hadn't reached so far. Further, it was also a moment of pride for Intersex Asia that one of our fellows from Bangladesh played a crucial role in establishing Bangladesh's first intersex-led group- the Bangladesh Intersex Forum (BIF). In India and the Philippines, our fellows are playing a major role in organising the intersex community.

This is a part-time program in which fellows will get knowledge and skill training from experts and peers. In our curriculum, we have included training sessions on one knowledge-related subject and one skill-training subject every month. Following the training sessions which are scheduled on weekends, fellows were also encouraged to work together on their project ideas.



# Incubating new intersex-led organisations: Birth of Bangladesh Intersex Forum (BIF)



Supported by Intersex Asia, the first community meeting of BIF was held from December 7-9, 2020 in Dhaka. For the first time that intersex people in Bangladesh were able to meet each other. There were 10 participants from different parts of Bangladesh. For most participants, this was their first opportunity to meet another intersex person in real life. Many intersex people could not get an education due to discrimination and bullying. Some of them were referred to as being part of the Hijra community. The bias and misunderstanding made employment a big issue for them. During the meeting, livelihood and shelter emerged as the main issues that the community wants to address. The organisation has come a long way since its first meeting and has been working extensively to support the intersex community in Bangladesh. From organising skill development workshops to providing urgent funds to intersex people who were struggling financially, the organisation has left no stone unturned to be a pillar of support for the intersex community.

# Key Challenges

Some of the key challenges that Intersex Asia plans to address in the coming year are as follows:



## **Lack of strong enough network**

Intersex Asia is a new network that still lacks a comprehensive mechanism, policy, and capacity to develop and govern a network that can fully support our members. For developing a strong supportive network for intersex in Asia, we identify the organisational development of Intersex Asia as our first priority.

## **Weak capacity of national intersex organisations and local groups**

Intersex-led intersex organizations are the key to mobilize intersex movement in the national level. Since all our member organizations are either new or lack resources, their capacity to develop into an independent professional organization that can mobilize the local movement is still weak. We identify that there is a need to support new intersex organizations especially on organizational development.

Lack of evidence-based research on intersex human rights violations in Asia. Intersex people in Asia are not protected from human rights violations. In most countries from this region, the law fails to recognise them, address their particular needs and they are repeatedly invisibilized and confused with other identities within the broad SOGIESC umbrella in general and with trans identities in particular. Even though some significant legal developments have been taken place particularly in some countries over the last decade, there has been a research gap when it comes to the experience of intersex people and the legal protection standards. Most of the existing research is medical in nature and does not include the perspective of the community or legislative protection and/or recognition of the intersex population.

IA is planning to conduct research projects which aim at filling gaps in research and evidence when it comes to better outcomes for intersex people. Given

the lack of a regional human rights instrument in the Asian region, IA is planning to conduct country-level research projects in Asian countries where we have some presence. The output from this project is critical since our member organisations currently don't have well-researched documents to support their advocacy efforts with the government.

## **Lack of intersex awareness on human rights perspectives**

Intersex human rights issues in Asia are not well-known and therefore, such issues need to be widely shared amongst intersex folks, general public and all stakeholders. There are still rare educational materials specifically for Asia in different Asian languages. Intersex Asia identified that this is a big gap to fill. This issue is very much apparent if the public stance of Asian countries is examined. For instance, only two Asian states out of 33 signed the joint statement in the UN Human Rights Council. In the coming years, we will scale up our efforts to raise awareness on intersex rights.

We would continue to publish awareness material in different Asian languages to spread awareness. Further, we are also building up audio-visual content which is suitable for social media platforms. In the coming year, we are going to have a communications officer to help us accelerate our awareness activities. Further, we would also continue to organise national intersex forums which provide a platform to intersex people and also engage with human rights movements in general and in particular- feminist movement, disability rights movement and also the LGBTI movement.

Depathologisation of intersex conditions is a major aim of Intersex Asia. Towards this end, we are also going to advocate for reforms in medical education curriculums across Asian states and advocate for a standard medical protocol for taking care of health needs of intersex children and adults.

## Lack of online skills on movement, advocacy and security

COVID-19 has highlighted the importance of technological skills for both-work life as well as social life. Currently, intersex individuals and organisations are finding it difficult to make the transition into an online world. Therefore, we identify that there is a serious need to build capacity of our member organisations to be able to adapt to the online world with necessary equipment as well as skills.

## Access to Decision making:

We are keenly tracking legal development in the region and also plan for making submissions before governments with our recommendations. In addition, we are also focussing on reforms in the education field in general and medical education in particular. We are also prepared to support intersex organisations and activists in the region who can participate in the decision-making process at the national level. The Asian region doesn't have a regional human rights instrument and therefore, as a regional network, IA has

limited opportunities for direct intervention. However, we remain committed to supporting intersex activists and allies in the region who can participate in the processes. Further, we are actively engaging with all government bodies in collaboration with our member organisations for influencing law-making on intersex issues in the region.

## Access to resources and services:

We are working towards ensuring that intersex activists and organisations get the necessary resources to conduct activities/events and also carry out their research/advocacy initiatives. In this regard, IA is always looking to collaborate with organisations and contribute with technical support and also financial support.

With regard to access to public services, IA is hoping to conduct a detailed scoping exercise with regard to the issue of homelessness which is a major issue for intersex people in the region who face discrimination and abuse in their domestic environment. Further, we are also advocating for reforms in health and education policies so as to end the discrimination and stigma faced by intersex people.



# Intersex Asia's Board and Staff in 2020

## **Board**

### **Co-Chairs:**

Hiker Chiu, OII Chinese, Taiwan

Esan Regmi, Campaign for Change, Nepal

### **Board Members:**

Gopi Shankar Madurai, Srishti Madurai, India

Jeff Cagandahan, Intersex Philippines

Asa Senja, Indonesia

## **Staff**

Prashant Singh



## Support for 2020

### Donors

Intersex Asia is very grateful to the following organisations for their generous support. As a new network organisation, their support was crucial for the launch of our emerging movement.



**Mamacash**



**ASTRAEA**  
LESBIAN FOUNDATION  
FOR JUSTICE

**Astraea Foundation**



**COC Netherlands**



**RFSL, Sweden**



**Open Society  
Foundation**

# Member Organisations



**CFC Nepal**



**Intersex Philippines**



**Srishti Madurai**



**OII Chinese**

# Partner Organizations

IA has been constantly working towards building partnerships with organisations who are supportive of our mission. In particular, we would like to highlight our alliance with following: ASEAN SOGIE Caucus, Equal AF, Outright International, AWID, InterAct, Youth Voices Count, ILGA Asia, Intersex Human Rights Australia, NNID, UNDP, OII Europe, ILGA World, CSBR, APTN, Latin America Intersex Forum, Brújula Intersexual, APCOM, CREA, ARROW, ICS Vietnam, Africa Intersex Forum.



## Intersex Asia Finance

As Intersex Asia is an emerging organisation, we have been operating with ILGA Asia as our fiscal sponsor since we formed. In 2021, we aim to register Intersex Asia, and once that is done we will be able to issue our own financial statements.

For 2020, our grants went through ILGA Asia and another partner Hupo in Taiwan with specific agreements drawn up between our donors, fiscal sponsors and Intersex Asia.

*Funds Available to Intersex Asia in 2020 in in USD.  
Expenses by Category 2020*

<b>Total Funds Available for 2020 (USD)</b>	<b>119.445</b>
Urgent Funds	16.077
Staffing Costs	22.000
Organisational Development	22.171
IA Fellowship Program	4.000
Translation Project	6.000
Admin	2.000
Movement-Building (Support for IA's member organisations)	10.000
National Awareness Raising and Advocacy (Community meetings in 3 countries)	14.143
Project Fund (IA's COVID-19 Survey)	600
ILGA Asia Costs	13.454
Strategic Plan Consultancy	6.000
Consultant for Governance Manual	3.000

